

Framework 7: Running a Blind Selection Process for Entrepreneurs

OBJECTIVE

Remove bias from selection process in order to create equal access to your organisation by all genders, and recruit a more gender diverse cohort.

KEY OUTCOME/USES

Selection process that minimises bias.

WHY IT MATTERS

Bias can affect your judgement, and lead you to make decisions in favor of one person or group to the detriment of others.

REFERENCE TO THE MAIN TOOLKIT

Team Recruitment

FRAMEWORK

1. Review your existing selection processes and identify any elements that can give away the applicants' genders. To minimise bias, it is also helpful to remove other factors related to race and demographic information.

Note that it can be challenging to run a completely blind selection process, but you can start by removing names and demographic information.

- Do you need the name, photo, or a video pitch from the entrepreneurs?
- Does the college they studied at matter? Is educational attainment likely to be linked with one gender group over another?

- Do you need to look at their online profiles? And if so, when can you do this so that you minimise bias in your selection process?
- If you cannot make your interviews blind, how can you minimise bias in other ways? e.g. have a diverse set of interviewers and a strong predefined set of selection criteria

There are tools you can use to remove gender and other factors from your selection process.

2. Test your new blind selection process and revise as needed.