RECRUITMENT AND SELECTION: REMINDER OF EQUALITY AND DIVERSITY CONSIDERATIONS

Equality is a fundamental part of a fair society in which everyone has the best possible chance to success.

Inclusion: a fair and respectful work environment with equal access to opportunities and resources, and a full contribution to the organisation's success.

Unconscious bias refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences.

- Accept we all have unconscious biases
- Treat each person as an individual
- Don’t rush decisions
- Reflect on your decisions – pause for thoughts

One form of bias is to assume the quality of a piece of research based on the publication outlet. Such judgements may be overly simplistic and incorrect. The Forum for Responsible Metrics have defined the following 5 principles to help contextualise how such information should be used to inform decision making:

Five key principles - responsible metrics are:

Robust – based on the best possible data in terms of accuracy and scope
Humble – recognise such evaluation should support, but not supplant, qualitative, expert assessment
Transparent – those being evaluated can test and verify the results
Diverse – account for variation by research field, and use a range of indicators to reflect and support a plurality of research
Reflective – recognise and anticipate the systemic and potential negative effects of such indicators

Be aware and conscious:
- Consider if unconscious bias has been at play - small changes can make a big difference
- Challenge commonly held stereotypes and expose counter-stereotypical information
- Challenge perception and question relationships
- Be an active bystander or ally

Understand your own biases
- Watch the “understanding unconscious bias” video from the Royal Society
- Take the Harvard Implicit Association tests to measure your unconscious bias
Recruitment and Selection: Reminder of Equality and Diversity Considerations

Diversity recognises that everyone is different in a variety of visible and non-visible ways and that those differences are to be recognised, respected and valued.

Equality Challenge Unit

Panel members should bear in mind the College’s Equality and Diversity Statement:

Birkbeck is committed to providing the highest quality academic and working environment, where all staff, students, visitors and contractors are employed, welcomed, respected and treated in a fair manner that is free from unlawful discrimination, harassment and victimisation. Subject to statutory provisions, no one shall be treated less favourably because of race (including ethnicity, colour, national/ethnic origins and nationality), sex, disability, age, sexual orientation, religion or belief/non-belief, gender reassignment, marriage or civil partnership, maternity/paternity or pregnancy, political belief, social status or career status.

The College is committed to promoting equality and diversity in all aspects of its activities, through the development of fair and equitable policies, procedures, academic programmes of study, courses, training and development programmes, which are consistently applied and regularly monitored. Birkbeck encourages and promotes an inclusive approach that treats colleagues, students and other service users with respect.