

## Hiring in the Age of Diversity and Inclusion

### *A Personal Story*

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One night while out to dinner with some acquaintances, a woman was telling a story about a new customer she was signing up for one of her products. Her husband walked into the room while she was verifying the lady's information. He heard his wife say, 'so let me confirm the spelling of your name... a m i r a c l e... A'miracle.' Her husband gave her a look like, really? The first thought that popped into my mind was that this lady must have trouble getting a job interview.

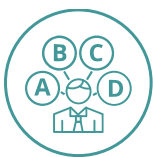
As someone who has worked in many fields, I'm comfortable with unique names and different ethnicities so I never thought about how personal attributes could affect hiring practices—until it happened to me. A few years ago, I left a wonderful job in a large city for a more simplistic life in a rural area to focus on raising my daughters. I now lived in a small town whose downtown could be mistaken for a highway rest stop. When I decided to re-enter the workforce, I received some interest in my skills, but many hiring managers had the same feedback: I lived so far away, how would I get to the office? I thought, how do they know I can't be in the office, maybe I'll relocate. No one even asked me. So I took my address off my resume and changed my zip code on the job boards to a metropolitan area, and the interviews started pouring in.

This really got me thinking about biases in the hiring practices of companies and the hiring of individuals.

### *The Current Approach to Hiring*

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We can all agree that a diverse workplace increases the productivity of your business, so we researched different practices companies utilize to try and provide equal opportunities.



#### *Diverse Slate of Candidates*

Many companies now ask hiring leaders to meet with a diverse slate of candidates to show they've considered individuals from all backgrounds. The reality is this is a 'check the box' type of approach for fixing inherent bias in hiring practices.



#### *Percentage of Representation in Teams*

Companies who have matured into a philosophy of equity management continually review the proportion of protected classes, gender, race, age, at all levels of the organization. When restructures occur, they use the opportunity to shift talent across teams to create more equality.



#### *Coaching on Recognizing Protected Classes*

Consulting organizations now exist that train companies to recognize and minimize inherent bias in hiring. Companies who can provide funding to their staff to utilize these programs create a buzz that allows hiring leaders to begin to question and explore their

own personal habits. Unfortunately, the buzz tends to wear off and since inherent bias is human nature, hiring leaders eventually revert back to their traditional approach.

### *The Hiring Trap*

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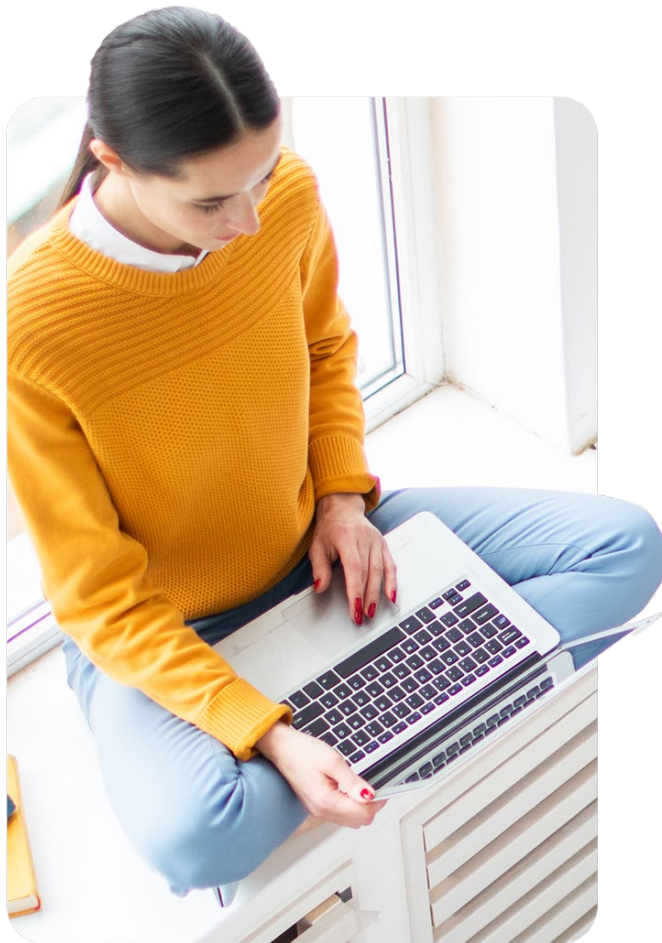
Hiring leaders are expected to use these tools to manually decide what is the right approach for filling a role. In doing this, companies minimize the systemic risk and a class action lawsuit because they can point to a direct individual contributing to the problem. Now there is increased responsibility and pressure placed on hiring managers.

### *The Future of Hiring*

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At Trove Talent, our belief is that the only way to minimize inherent bias in our thinking and hiring practice is to remove it all together. There is only one way to do this.

#### **RESUMES MUST BE ANONYMOUS.**



It is through this belief that we created TroveTalent.com. Our vision is a forum where all individuals regardless of their personal attributes are selected solely on the talent and potential they offer an employer. Your decisions are not clouded by inherent biases because our candidate listings **do not** include any of the following:

- Pictures
- Names
- Address
- Gender Identity
- Race/Ethnicity
- College/University Name

The reality is that these features have minimal impact on an individual's ability to perform at a job. So we are here to help remove the stress from your hiring decisions, by allowing you to focus solely on talent, skill, and experience. Trove Talent provides you with the candidates you need for your business to thrive.