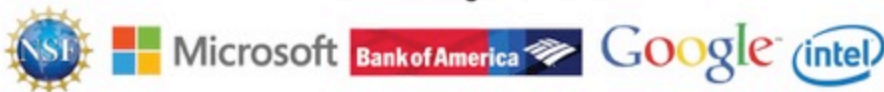# Empower Hour
Recruiting Employees

NCWIT Summit

Jill Reckie, NCWIT Director, Entrepreneurial Alliance
Dr. Brad McLain, NCWIT Research Scientist

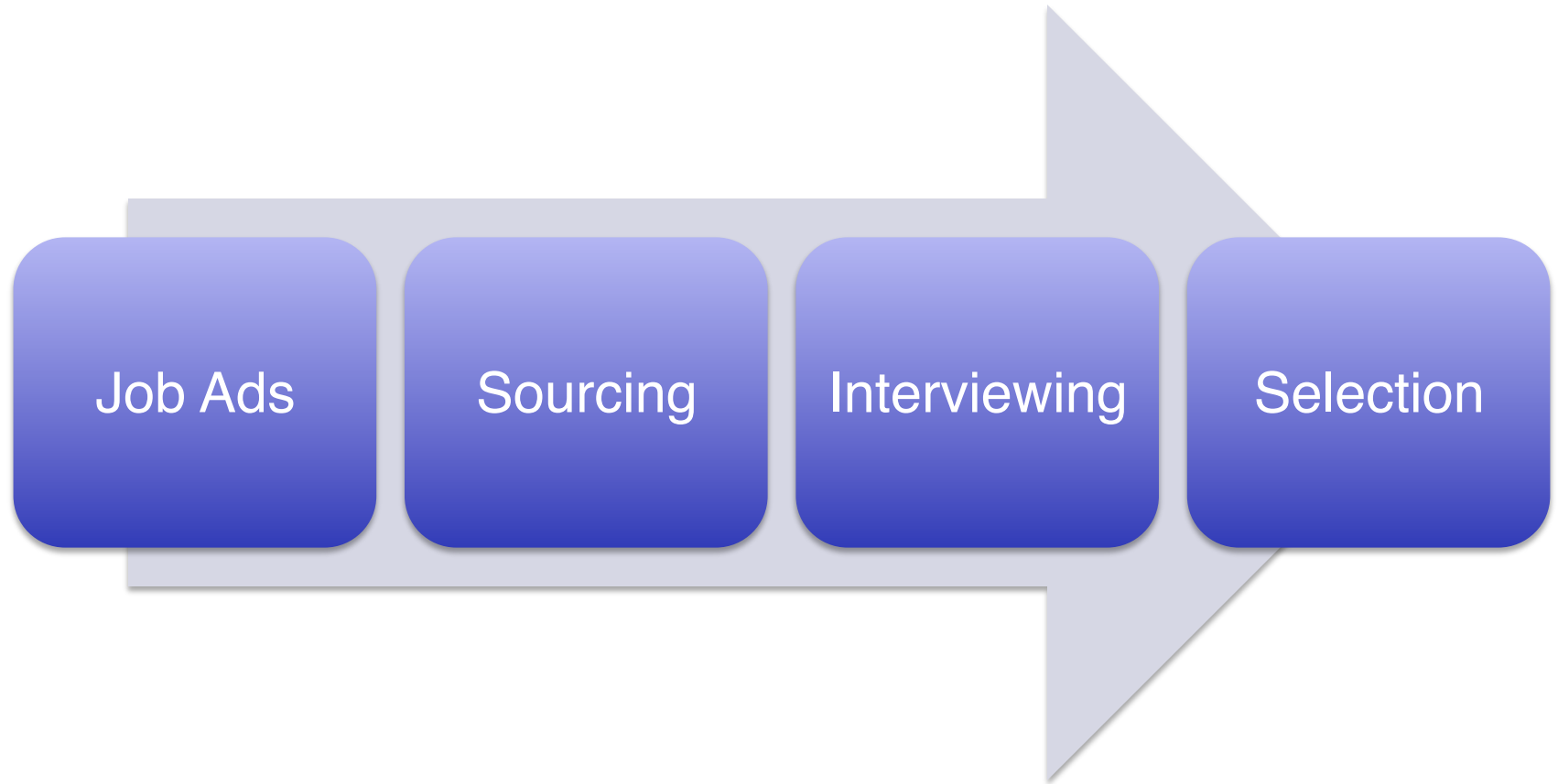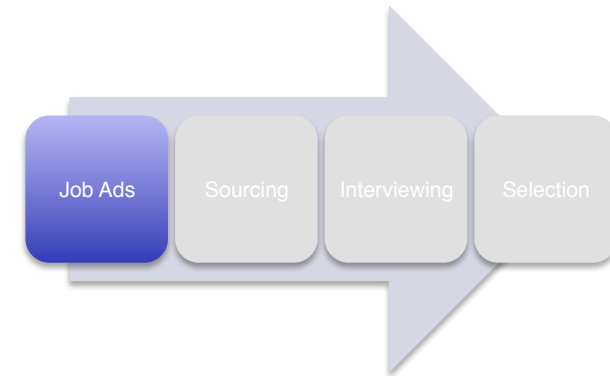NCWIT Lifetime Partner:

NCWIT Strategic Partners:

NCWIT Investment Partners:

Unconscious Bias & Hiring Processes
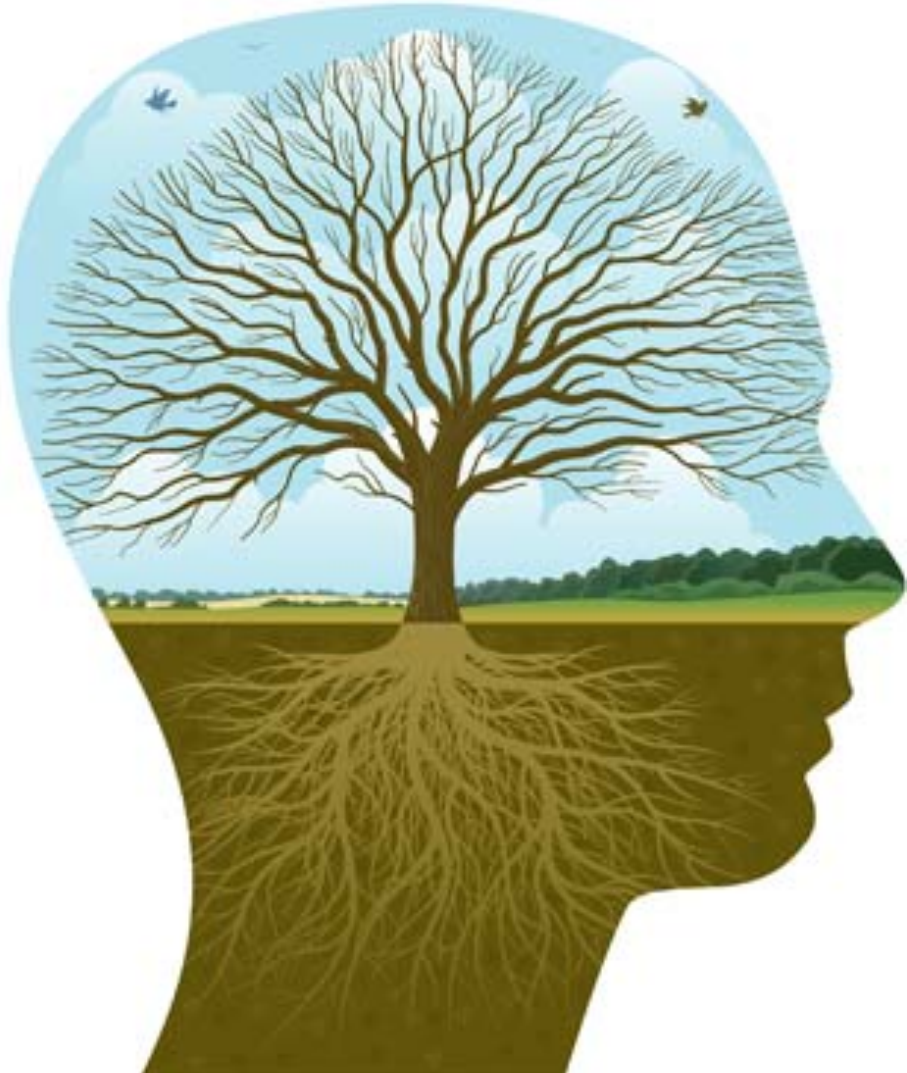

Job Ads → Sourcing → Interviewing → Selection

ncwit.org

"But we've moved beyond that!
We're just interested in hiring the 'best' candidate for the job!"

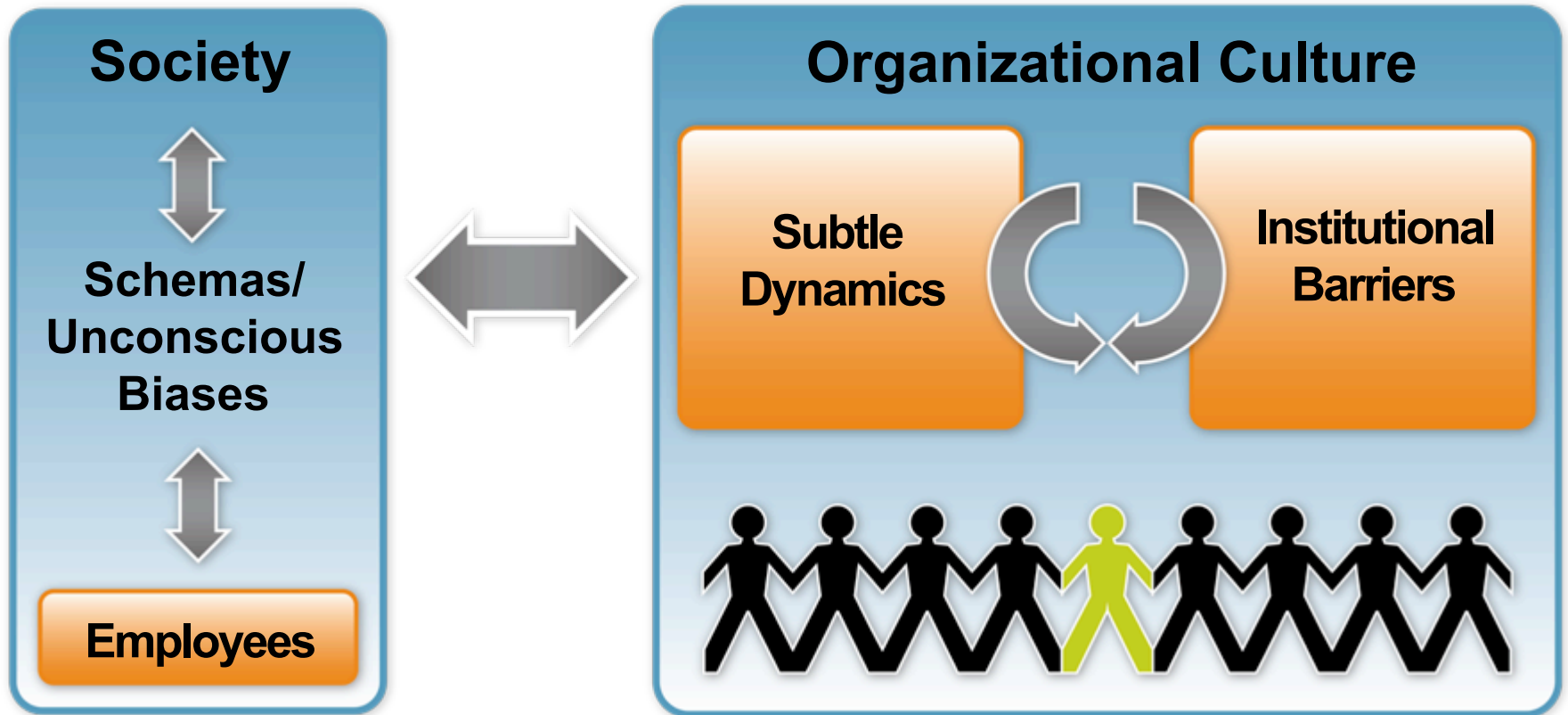The many faces of unconscious bias challenges in recruiting women

ncwit.org

What Causes Societal Bias?

We all have shortcuts, "schemas" that help us make sense of the world. But our shortcuts sometimes make us misinterpret or miss things. That's **unconscious bias**.

# We All Bring Unconscious Bias to Work

Society

Schemas/ Unconscious Biases

Employees

Organizational Culture

Subtle Dynamics

Institutional Barriers

ncwit.org

Institutional Barriers - Hiring

"Blind" orchestra auditions, with musicians behind a curtain, increased the number of female musicians hired by 25% to 46%.
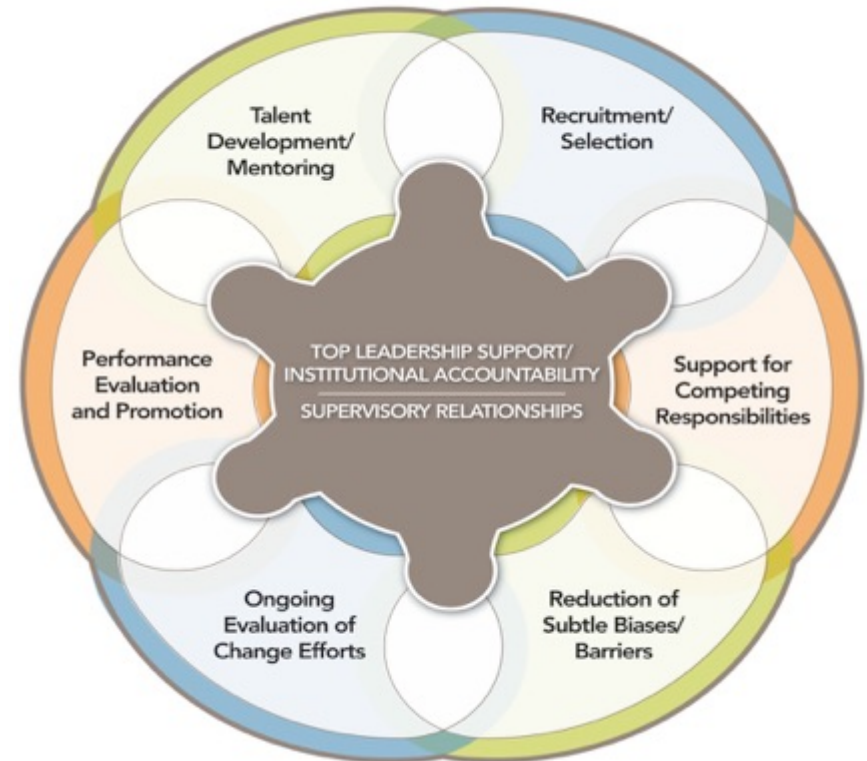

Goldin & Rouse (2000) *The American Economic Review, 90*(4), 715-741.

ncwit.org

How Can NCWIT Help?
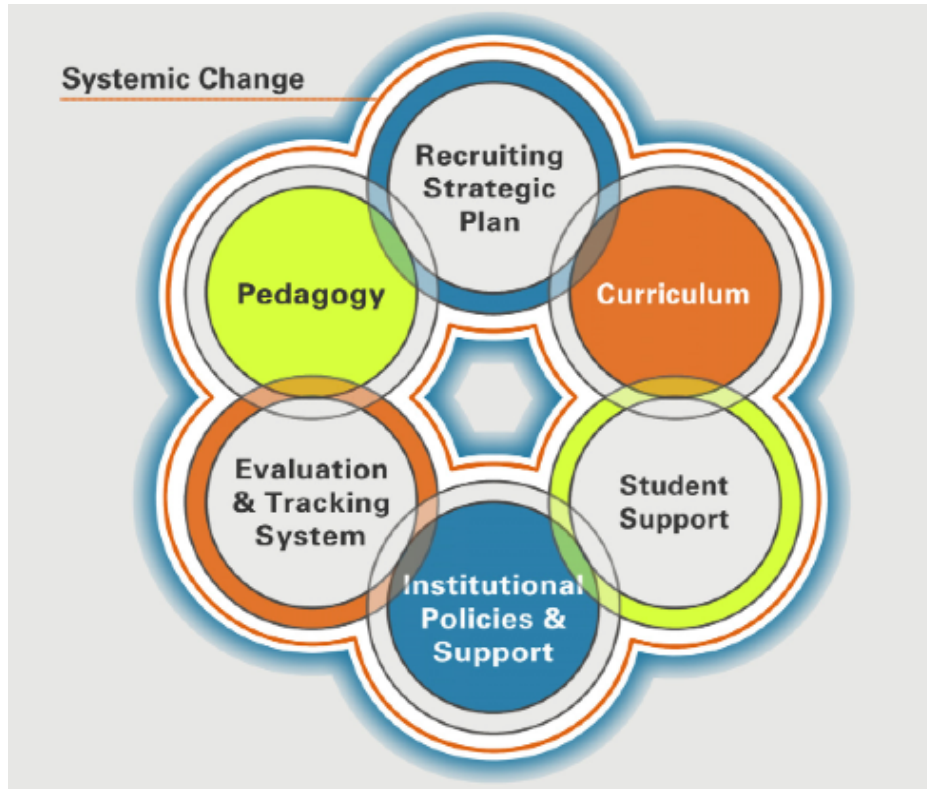
Institutional Reform Model

Industry Reform Model

Talk With Your Neighbor Discussions

Do you resonate with what you just heard?

What are other challenges with recruiting employees?

What Are Other Members Doing?

Bank of America

Amy Gurley

on mid-career internal job ads

Microsoft

Ross Smith

on hiring female tech employees

University of Nebraska Omaha

Sandy Vlasnik

on faculty hiring and job ad toolkit

ncwit.org

Group Discussion

Questions for our speakers?

Take A Break!

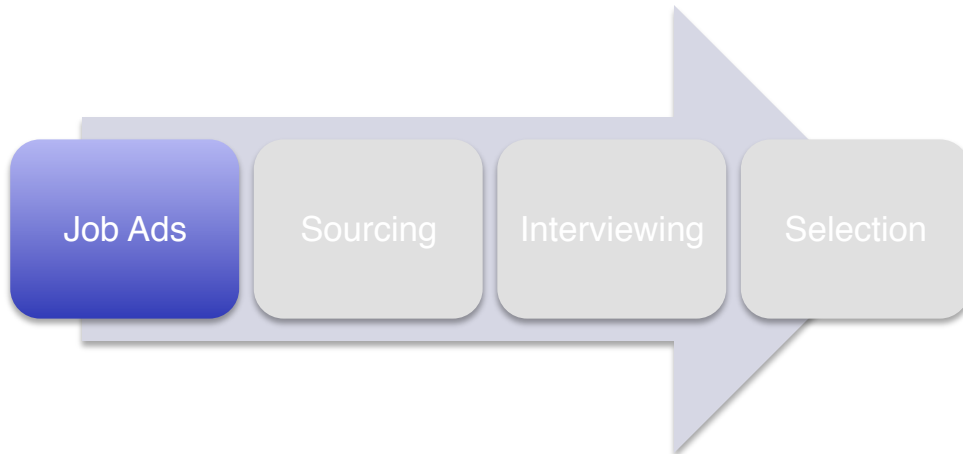## Please be back in 10 minutes

Table Activity #1: Tech Job Ads

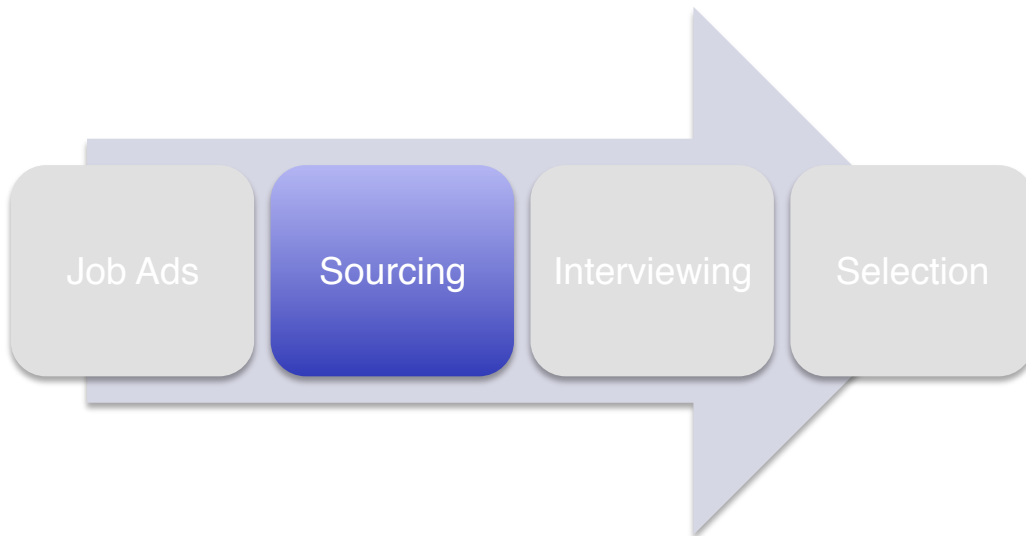Step 1. Analyze & Discuss Sample Job Ad #1

Step 2: Introduce Job Ads Toolkit

Step 3: Compare with Job Ad #2

| Job Ads | Sourcing | Interviewing | Selection |

Table Activity #2: Sourcing & Brand-Building

Step 1: Discuss Pro-Diversity
    Recruitment Strategies and Questions

Step 2: Discuss NCWIT's Sourcing
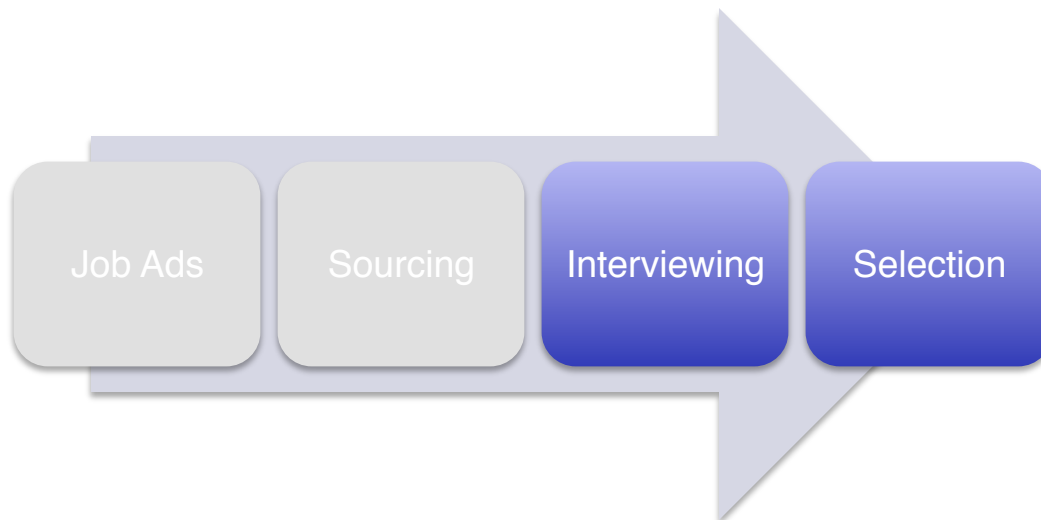   Promising Practices

Job Ads   Sourcing   Interviewing   Selection

Table Activity # 3: Interview & Selection

Step 1: Discuss Pro-Diversity Interview
    Strategies & Questions

Step 2: Discuss NCWIT's Interviewing &
    Selection Promising Practices

| Job Ads | Sourcing | Interviewing | Selection |

Recap and Synthesis

Activity group summaries

Connect to prior presentations

ncwit.org

Summary

Did you see an opportunity for your business or institution to make your teams more innovative?

Did you struggle with the manual process of rewriting Job Ads?

Good news!

What's Next?

What is one actionable step you will take today?

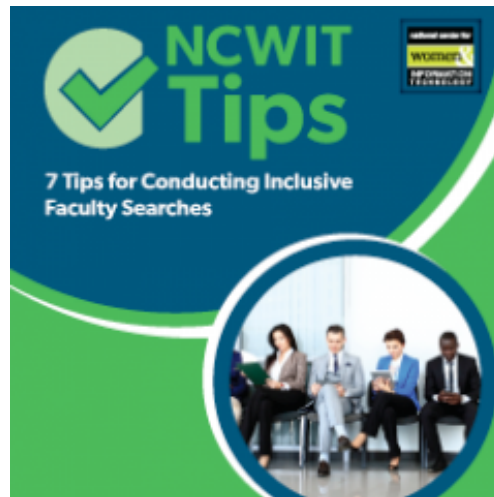NCWIT Member & Activity Change Tracker

https://www.ncwit.org/activities

ncwit.org

NEW! For Your Convenience NCWIT2GO
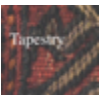
Visit www.ncwit.org/ncwit2go for easy-to-use resource collections designed to help you achieve your goals

Recruiting Employees Collection (NCWIT2GO)

NCWIT TIPS FOR WRITING BETTER JOB ADS

Jobs

RECRUITING, RETAINING, AND ADVANCING A DIVERSE TECHNICAL WORKFORCE
DATA COLLECTION AND STRATEGIC PLANNING GUIDELINES

TOP 10 WAYS TO HIRE THE BEST FOR YOUR COMPUTING START-UP

NCWIT Tips
7 Tips for Conducting Inclusive Faculty Searches

COMPUTING: GET THE MOST OUT OF YOUR COLLEGE DEGREE

Pick a second round Empower Hour to learn something new!

	Aspirations in Computing	Aspirations in Computing is a sweeping national talent development initiative for young women in computing and information technology from kindergarten through graduate school.
	Pacesetters	Pacesetters is a unique fast-track program where company and university leaders work together to increase their organization's number of technical women.
	Extension Services Client Showcase	Extension Services provides customized consultation to computing and engineering undergraduate departments to help them develop high-impact strategies for recruiting and retaining more women students.
	EngageCSEdu	EngageCSEdu is a collection of CS1 and CS2 materials that support the retention of women and other underrepresented groups in undergraduate computing education.
	Sit With Me	Sit With Me invites you to validate and recognize the important role women play in creating future technology.
	Male Advocacy	Learn more about the importance of male advocacy and the most effective ways men can advocate for more inclusive organizational cultures. This session is focused on industry but others are welcome to attend!!
	Tapestry and C4C	Tapestry workshops prepare high school computer science teachers to attract and retain more—and more diverse—students to computing. C4C equips school counselors with information and resources they can use to guide toward education and careers in computing.
	Latinas in Technology	Latinas in Technology is a campaign that brings together policy makers and leaders from education and industry to encourage Latinas and their families to consider careers in technology.

ncwit.org

Thank You!

ncwit.org