



THE
SLEEPER
GROUP

BLIND HIRING OVERVIEW & BEST PRACTICES

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Overview

Blind recruitment is when identities are hidden during the hiring process. There are no identifying features or personal information included in the resumes or applications. Nothing that would reveal anything about the candidate, including name or age, is given to the hiring manager or panel. This process is meant to yield the most capable worker and remove any worries about prejudice or bias.

While it is likely that an interview will occur eventually, blind recruitment helps people, who otherwise would not, reach that stage in the first place. People who are capable, but often overlooked, are given a fair shot.



What is removed?

When implementing blind hiring practices, your first step may be redacting information on submitted resumes, if you do not have a recruitment tool that automatically does this for you.

Name & Photo

Names can provide hints to race or cultural background of an individual. Studies show that there is unconscious bias against both men and women of color when applying to jobs.

Some candidates may also choose to provide a professional photo of themselves on their resume. These are another element that can trigger biases.

Address

You can, unconsciously or consciously, make false assumptions or guesses about an individual's success or ethnicity based on their address. Someone may guess that an address in a lower socioeconomic area means that the individual did not do well at their last jobs. Depending on the city, an address can also imply ethnicity, socioeconomic status, and marital status. However, these are all factors that should not be used to evaluate a candidate's qualification for a position.

Additionally, many candidates are choosing not to include their address on their resume for these reasons. Resumes without addresses are becoming more commonplace and should not be perceived as a lack of attention to detail.

Education

Reviewing education information may also trigger bias, either positive or negative. For example, you may associate one university with success and prestige, and another as less prestigious. People gravitate toward top universities and institutions when reading



resumes. They also tend to pick candidates who share the same university or institution as themselves.

Past Employer Names

Details of where someone worked in the past may trigger the halo effect or confirmation bias. The halo effect is an assumption that if someone worked at a particular company in the past, it is an indication of their performance. Similarly, if the company is prestigious, you might overlook a short tenure, assuming that there was a good reason for the departure if they were selected in the first place.

Time Gaps and Duration of Jobs

Many people associate the time spent at a job or between jobs as an indicator of the applicant's dedication, work ethic, etc. People take breaks between jobs for a variety of reasons, including taking the opportunity to travel, caring for a sick family member, or spending time with new family members, to name a few. That is not a reflection of their work ethic or capabilities.

People may change jobs for numerous reasons. Perhaps it was a contract arrangement, or it was not a good fit. Maybe there were organizational changes that the person did not agree with. You can discuss the motivations and reasons behind these things with the candidate if they reach the phone/video/in-person interview stage.

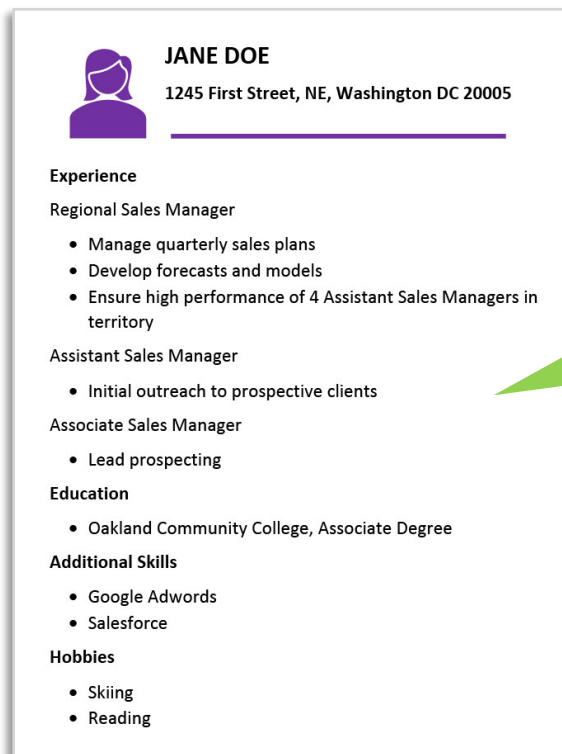
Hobbies and Associations

Reviewing hobbies and associations may trigger affinity bias. Affinity bias is the unconscious tendency to get along with others who are like us. For example, if a candidate completed a similar certification as you, you might associate that with intelligence, work ethic, or other positive attributes.

What does a redacted resume look like?

Below you will see a sample resume that has had bias-triggering information redacted. As you can see, the remaining sections are the most relevant to the job: experience and skills.

BEFORE

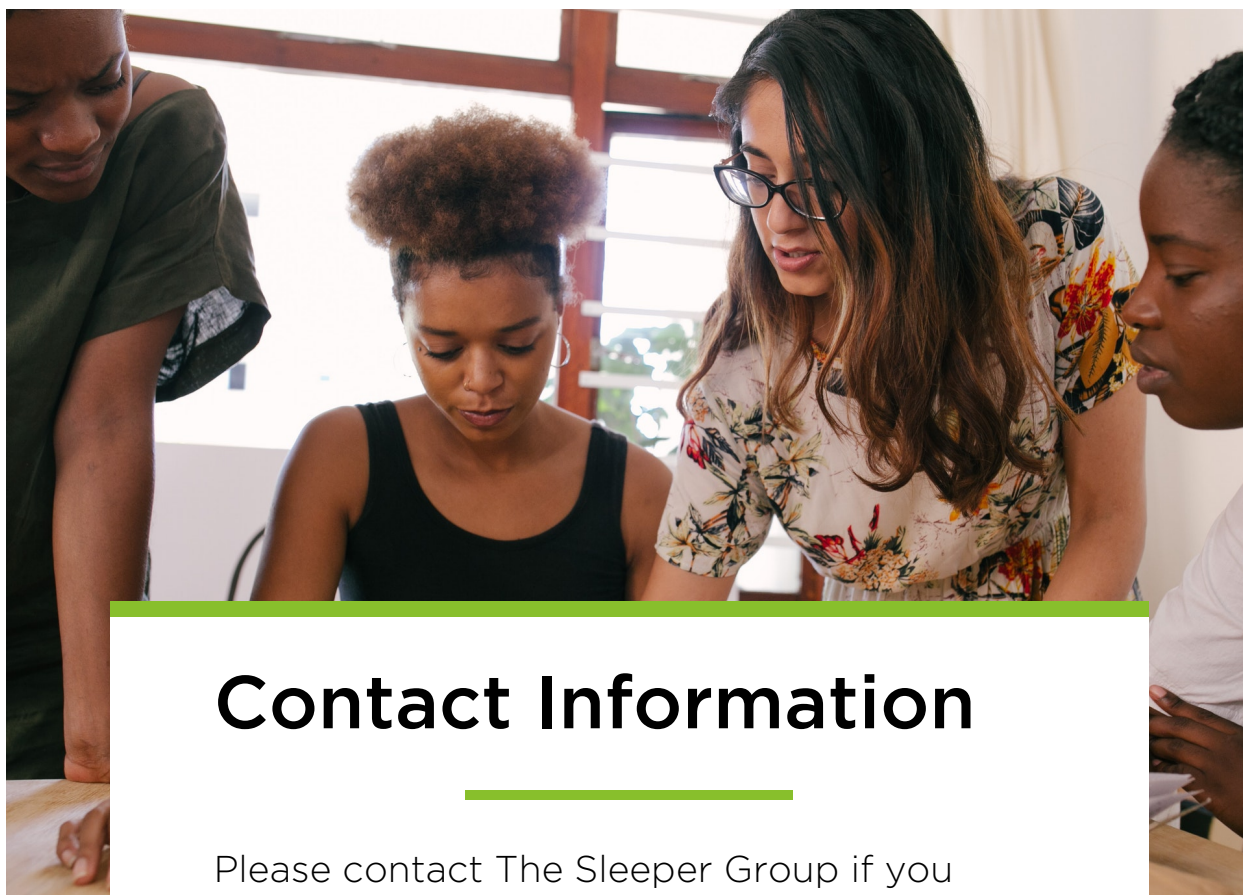


AFTER



1.

*Removing
information from
resumes that might
trigger unconscious
biases is not a cure-
all: it must be done
in combination with
increasing diversity
in your talent pool
and other actions.*



Contact Information

Please contact The Sleeper Group if you have any questions. We are here to support you and your team throughout this process and look forward to assisting you.



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