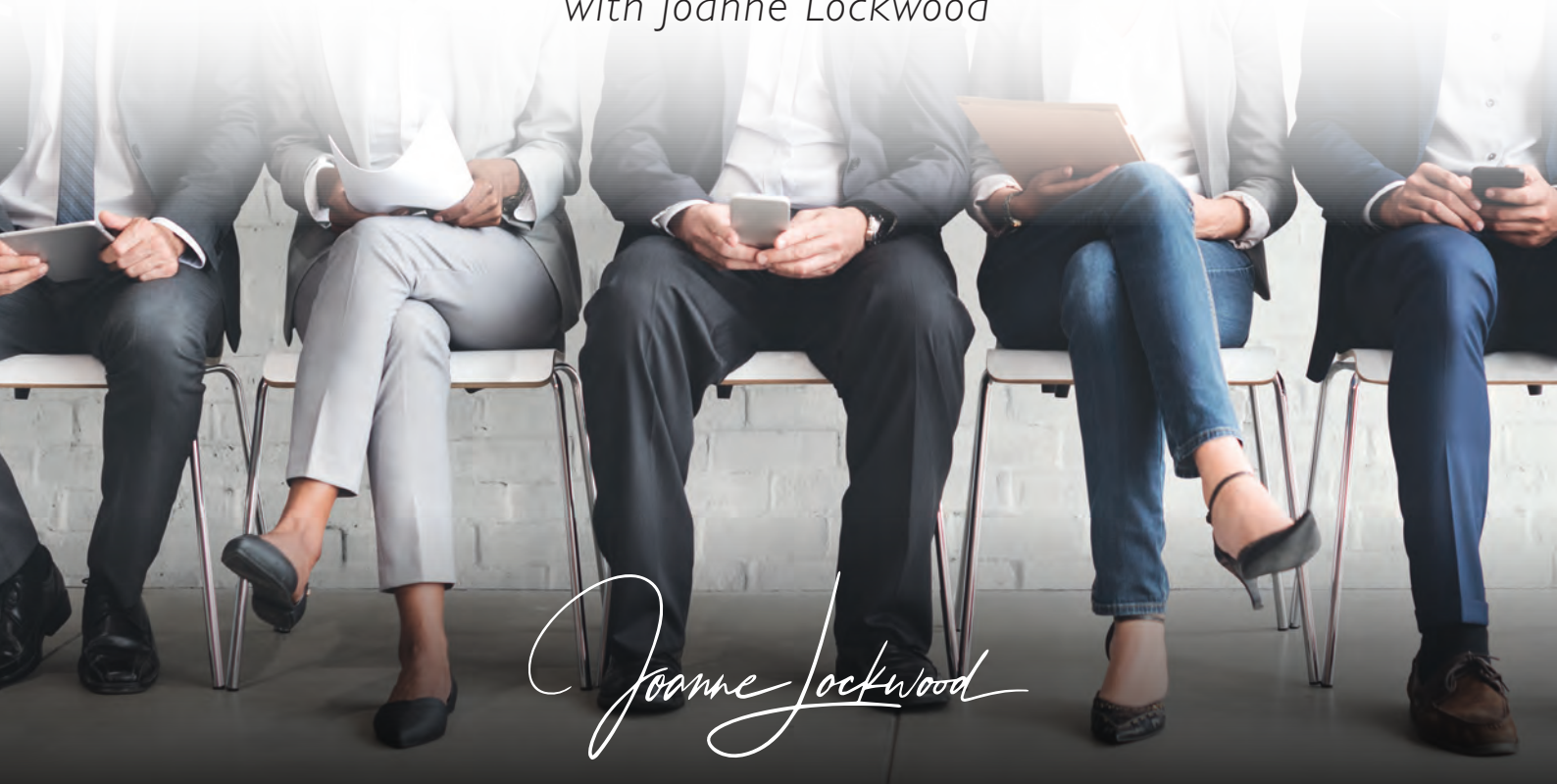




TACKLING BIASES IN THE RECRUITMENT PROCESS

with Joanne Lockwood



Joanne Lockwood

When we talk about Unconscious bias then this refers to a quick opinion about a situation or individual without being aware of such. Our brains form biases by using knowledge about social situations, attitudes, cultures, stereotypes and more. We can pick up and learn these things from the media and through experiences throughout life.

We have to recognise that not all biases are bad, and also be aware that we cannot remove bias completely, but instead should learn to identify and mitigate through process change and by evolving our own thinking through various techniques.

By understanding how all of this can affect our judgement and candidate experience it becomes the first step on our journey to developing an inclusive recruitment process. In this session Joanne Lockwood will take you on a journey to understand where our biases come from, how they manifest and how we as individuals can check our workings out, reconsider our perspectives, and privilege and be open to seeking out alternate truths beyond our first thought.

She will talk through some of the common cognitive biases that often occur during recruitment, how they can be minimised and mitigated through restructuring the process and being aware of the likely ways bias can creep in.

Key Points:

- Awareness of where our biases are being introduced on a daily basis and how this impacts our perspectives and judgement
- How biases manifest and recognise when they can be at play
- Techniques for challenging and being challenged around our thoughts and decisions
- Steps to review the end-to-end recruitment process to mitigate and put steps in place to achieve equity of opportunity for candidates of all backgrounds and lived experiences.

Following the presentation Joanne will be around for an open Q&A where you can challenge her with your thoughts or maybe even ask her for some ideas on how you can tackle your own challenges.



Joanne Lockwood

INCLUSIVE CULTURE EXPERT
Speaker • Consultant • Facilitator • Mentor



ABOUT

Joanne Lockwood

Joanne Lockwood is the Founder and CEO of SEE Change Happen and an Inclusive Culture Expert that works with organisations throughout the UK, Europe and Elsewhere to bring culture change that allows people to thrive and perform at their best from pre-hire to retire.

Joanne is passionate about helping organisations to develop policy and best practise to be more inclusive for all people. By challenging biases, she helps them to develop a vision and strategy for conscious inclusion, with the aim of bringing about positive candidate, employee, and customer experiences. She delivers workshops, seminars, and training programmes both on-line and in-person.

Additionally, she promotes transgender awareness and support to businesses and assists them in developing allies' programmes and LGBTQ+ inclusion strategies.

She is a Fellow of the Professional Speaking Association, Member of the Institute of Equality and Diversity Professionals, consultant, and facilitator who focuses on "people people" be that in Talent Acquisition, Human Resources, or Learning & Develop to bring sustainable change by establishing a "why of D&I" for both the Organisation and the leadership teams to ensure it is promoted throughout to all colleagues.

As well as being a sought-after keynote conference speaker Joanne is also a prolific blogger and podcaster who hosts "Inclusion Bites" and is a regular columnist in a UK based National Newspaper where she shares her views on Inclusion and Belonging and creating environments where people can thrive.

She was a contributor and featured in a Channel 4 (UK) documentary called "The Making of Me", broadcast in February 2019 which featured on an episode of Gogglebox. This documentary was filmed over a 3-year period and detailed her own personal gender transition and its impact on those around her.

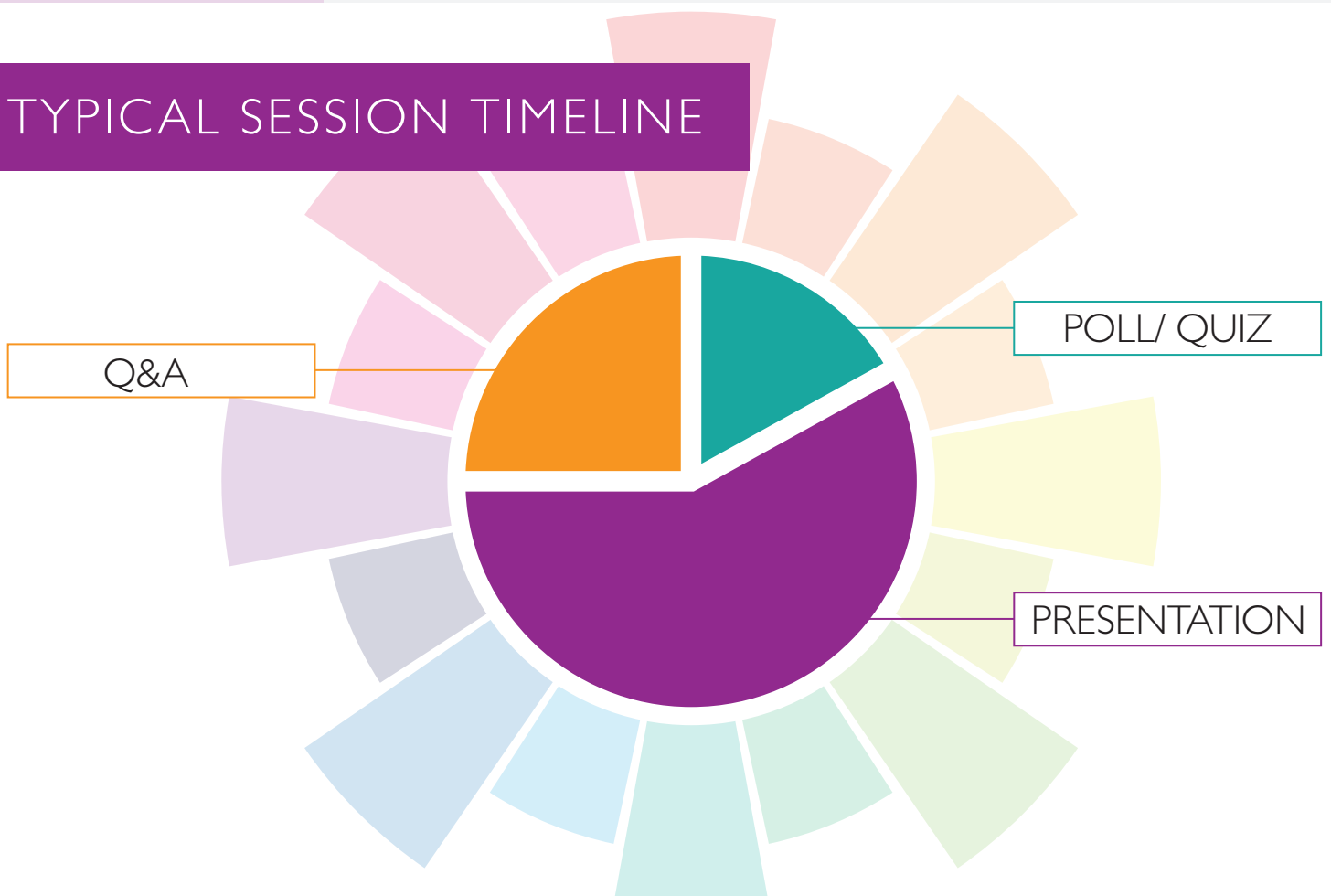
Recently, Joanne was named as one of the "Power List of the Top 200 Biggest Voices in Leadership in 2022" by leadersHum.com, also one of the "Top 30 must-follow diversity & inclusion thought leaders you must follow in 2022" by PeopleHum.com and one of the "125 People to Follow on LinkedIn About Diversity and Inclusion" by Diversely.com

Her mantra is "Smile | Engage | Educate" and that we should treat people as they wish to be treated.

SESSION STRUCTURE

| | |
|-----------------------|---|
| STYLE: | Lunch and learn/speaking |
| DURATION: | Typically, 60 to 90 minutes |
| DELIVERY: | In-person or remote/on-line via Zoom or MS Teams |
| AUDIENCE: | Staff/colleagues – numbers up to 500 |
| RECORDING: | By arrangement |
| MATERIALS: | Copy of slides will be provided in PDF format after the event |
| TECHNOLOGY: | Internet connection required for both presenter and delegates (phone) |
| FEEDBACK: | We are happy to provide a feedback/evaluation form |
| ACCESSIBILITY: | Please notify us in advance if there are any accessibility requirements |

TYPICAL SESSION TIMELINE





We will join you in-person or online for a lunch and learn, which is as it sounds, an event often held over a 1-hour lunchtime break, to deliver a topic to a company-wide audience. With a quiz, speaking and an opportunity for questions and answers.

Empowering effective trans allies in your organisation will foster psychological safety and build a culture where people feel able to be themselves and bring their whole selves to work.

What people have said about the session...

“

I thought it was a valuable course that raises awareness around the lived experience of the trans community and the challenges the community faces. I would highly recommend this talk.

”

*Louisa Coyle,
NUI Galway*

“

Joanne's openness and clear explanations were exactly what was needed for the topic. I consider myself a trans ally and I still learnt a lot. Also just having a talk like this and seeing the number of people who attended has really opened up the conversation at our organisation.

”

*Claire Hazelton,
Siemens Healthineers*

“

Don't hesitate - sign up! It is no surprise that colleagues have described Joanne's sessions as the best they've ever attended.

”

*Adam Watkins,
NHS England-South Region*

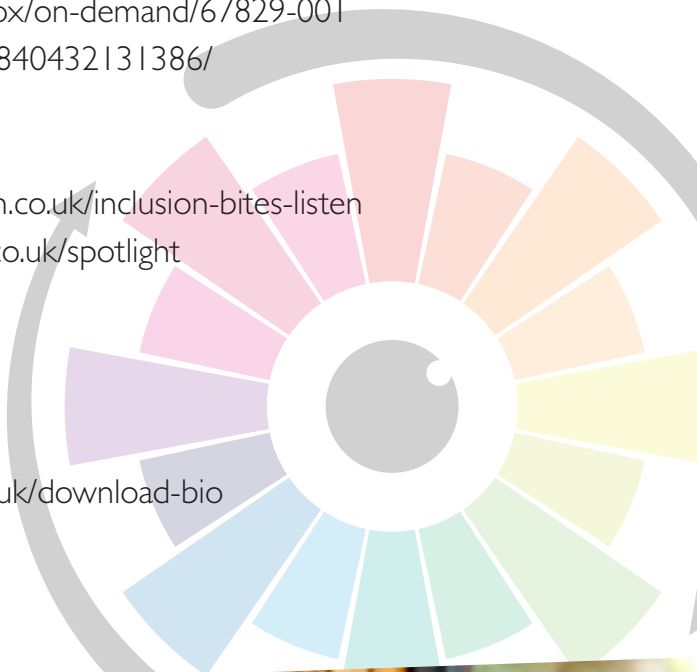


SEE Change Happen is an Inclusive Culture Expert Consultancy, that specialises in working to ensure that organisations are culturally aware and sensitive to the needs of individuals.

We offer best-practice consultancy including developing workplace policies, inclusion and ally strategies, and support and mentoring; professional keynote speaking for conferences or events; and workshops and training for crucial learning and development.

Let's keep the conversation going...

- ▶ See other lunch and learns available from Joanne:
<https://seechangehappen.co.uk/speaking-category/lunch-and-learn>
- ▶ Watch the clip from “The Making of Me” on Gogglebox via Channel 4 or Facebook:
<https://www.channel4.com/programmes/gogglebox/on-demand/67829-001>
<https://www.facebook.com/Channel4/videos/583840432131386/>
- ▶ Website: <https://seechangehappen.co.uk>
Inclusion Bites Podcast: <https://seechangehappen.co.uk/inclusion-bites-listen>
Spotlight Newsletter: <https://seechangehappen.co.uk/spotlight>
- ▶ Twitter: @jo_lockwood1965
LinkedIn: <https://linkedin.com/in/jolockwood>
- ▶ Headshots and Bio: <https://seechangehappen.co.uk/download-bio>





— PROMOTING —

Positive People Experiences



You can email us...
info@seechange happen.co.uk



www.seechange happen.co.uk