Stop hiring discrimination: Make the (real) difference

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“You will never get a job”

Recruitment & Selection

How to make the (real) difference
When a member of one (minority) group is treated less favourably than a similarly situated member of another (majority) group and suffers negative consequences.

**LEGITIMATE Discrimination**

If chances of successful job performance would be equal between applicants, then chances of being selected should be equal as well.
Similarity

Case
First, let me say I've been a recruiter for 30 years. I'm sure I have reviewed over 500,000 resumes. I can't prove this but I'm reasonably confident that this is the case, as this is only an average of about 46 a day. I know many days I have reviewed hundreds of resumes and most in less than 20 seconds. I would say the average is probably around 5 to 7 seconds.
1.

Applicant characteristics → Hiring decision

- applicant
- job
- recruiter
- organization
Derous & Decoster (Study 1; 2015)

Ethnic Prominence

 Applicant characteristics

Derous & Decoster (Study 1; 2015)

310 DEBOUS, NGUYEN, RYAN
2. Applicant characteristics

Job characteristics

Hiring decision

Sneak Preview

Young-sounding name
Old-sounding name

Modern activities  Old-fashioned activities

Derous & Decoster (2016, in preparation)
Front office

Skin tone

Job characteristics

Derous, Pepermans, & Ryan (2017)

3.

Recruiter characteristics

Applicant characteristics

Job characteristics

Hiring decision
Derous, Ryan, & Nguyen (2012)

Recruiter characteristics

Derous (2011)

Recruiter characteristics
Derous (2017, in press)

![Graph showing job suitability vs social dominance orientation]

4.

- Recruiter characteristics
- Organizational characteristics
- Applicant characteristics
- Job characteristics
- Hiring decision

![Diagram showing relationships between characteristics and hiring decision]
What we can do

- Organizational policies
- Recruiter screening
- Recruiter training
- Tool: Anonymous vs video resume

Derous & Ryan (2016)
"The Old and the Beautiful"
Amour, Gloire et Beauté

Derous, Taveirne, & Hiemstra (in prep)

In sum
Thanks for your attention

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References