



# DIVERSITY IN HIRING

*Increasing Recruiter Efficiency with HR Tech*

**ORACLE®**  
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*“A diverse mix of voices leads to better discussions,  
decisions, and outcomes for everyone.”*

-Sundar Pichai

A diversely skilled workforce helps every company. In fact, it's not only good for a business,  
but also indeed **GOOD BUSINESS!**





# WHY IS DIVERSITY RECRUITMENT ESSENTIAL?



## Talented Candidates

**67%** factor-in workplace diversity when weighing job offers.

**35%** of companies with racially diverse teams outperform contemporaries.

**58%** of talented employees won't apply to companies with a pay gap.



Diverse companies

Are preferred by **3** out of **4** workers.

Enjoys **2.3** times higher cash flow per employee

Beat industrial median financial returns by **15%**

Increase revenue by **19%**



# STARTLING HIRING STATISTICS



87%

hiring managers rely on intuition

50%

white-sounding names get more call-backs than black-sounding names

30%

ethnic minority applicants are discriminated against white population

50%

women believe there's a pay-gap between male and female employees

48%

hiring managers admitted bias affects their candidate choice



# WHY IS UNCONSCIOUS BIAS CHALLENGING TO ELIMINATE?

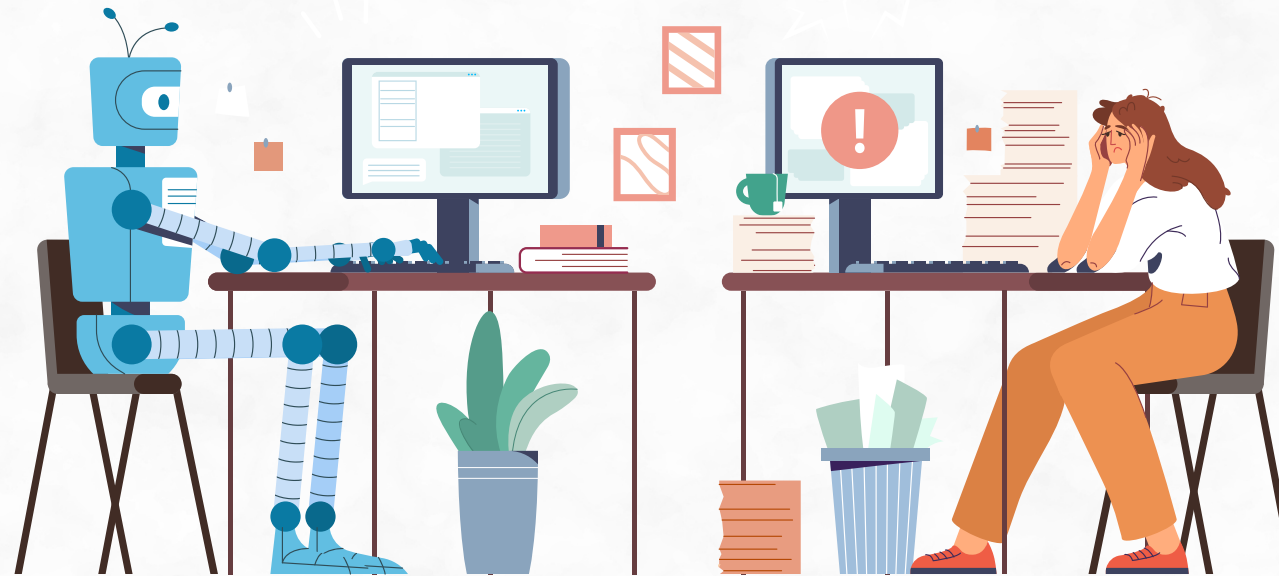


It is:

- ✓ *Fast, intuitive, and effortless,*
- ✓ *It is automatic,*
- ✓ *It acts without a recruiter's awareness, and*
- ✓ *There are so many of them.*

Wikipedia lists over 180 decision-making, social, and memory biases that affect us.





## AI Resume Screening Vs. Human Eye Screening

The tools source and screen a huge pool of candidate data, combine it by using algorithms, and share a database of the best-skilled candidates.

AI evaluates these points objectively, reduces assumptions, and mental fatigue.

A human mind can't process information and data at a massive scale.

Humans are prone to subjective hiring, assumptions, prejudice, and mental exhaustion.



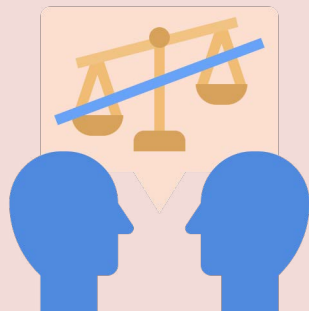


# WHAT ARE THE CATEGORIES OF HIRING BIAS IN THE INDUSTRY?

Surprisingly, hiring bias creeps up in different forms. The first approach towards steering clear of hiring or unconscious bias is to spot which category you are dealing with. However, understanding the most common ones can help many recruiters solve the mystery around unsuccessful hirings.

## Confirmation Bias

Recruiters are often overconfident about their caliber to pick out the best candidate. This is where the confirmation bias starts affecting recruitment. To prove their point, recruiters bring up answers that prove their candidate assessments, jeopardizing their chances of hiring skilled candidates.



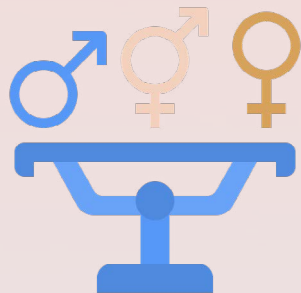
## Racial Bias

According to the study published by [The New York Times](#), the candidates with white names are given more preference than their counterparts. Believe it or not, racial discrimination does exist in the industry, and employers still prefer to have a white team whether or not the others are more talented than them.



## Beauty Bias

Selection based on appearances is a type of bias that is highly prominent in the industry. During the resume screening process, judging the candidates based on their looks through their pictures is common. In fact, good-looking employees, both men and women, tend to bid for and get hired for higher-paying jobs whether or not they have the skills.



## Gender Bias

As the name suggests, it is prejudice towards one gender over the other. While bundled into the conventional pigeonhole and believing that men are better at jobs than women, recruiters don't even deem it imperative to glance over the latter's resumes. Society has assigned certain roles for each gender, e.g., men are considered better for IT, math, and science jobs. On the other hand, women are considered well-suited for the roles of nursing and teaching.



## Age Bias

Also referred to as the generational bias, it includes the recruiters being unfair about assigning roles and depriving the potential candidates of jobs based on their age. A common perception amongst the recruiters in the IT sector, for instance, is that older people are not well-suited for technical positions because they won't be as "tech-savvy" per se as the younger generation.



## The Halo Effect

The halo effect exists when the recruiter during the resume screening process gets biased towards specific candidate attributes that will hardly do any good in the job. This form of bias can be based on the factors like the university he/she went to or the vicinity he/she resides in, while disregarding the other important skills that might be useful in helping the company retain the clients.

BIAS

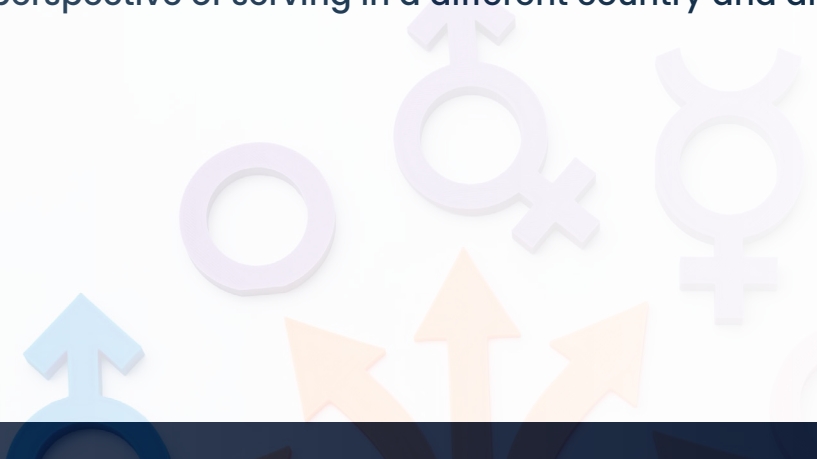
# HOW BIAS FINDS ITS WAY IN YOUR RECRUITMENT APPROACH?

## When Prejudice Takes Over Rationale

This one's quite common. One often lets his/her preference for a particular profile reject certain candidates, regardless of their qualifications or skills. When recruiting, one should be receptive toward a more diverse team that goes beyond the "I think" perspective.

There can be many reasons to substantiate the prejudice. Perhaps, one believes that a particular candidate worthy of a post should have a certain level of education or experience. Other than this, the need to be from a specific location or country too can contribute to overlooking the resume.

While there's no denying that having local knowledge is important for a certain profile, it should not be the only reason for the selection. Instead, an intelligent recruiter will consider hiring a professional who brings a fresh perspective of serving in a different country and diversifies the talent pool.





## When Comparison and Similarity Takes Over

During the resume screening or interviewing a candidate, how often have you thought, “They remind me of myself” or “we have a lot in common”?

This falls under the affinity bias category and is one of the most common hiring biases. Usually, we prefer those who either belong to the same gender, or race, talk in the same dialect, or belong to a similar background.

Quite difficult to break, putting these biases aside, asking for self-discipline, and following the objective approach towards reducing bias, can help you recruit better.

## When Identities Are Mixed Up With Competence

What’s the first thing you notice in a candidate during resume screening? For most, the answer would be the photo. We often presume that a particular candidate is a good fit for the job by their looks, and for many- a photo alone can be a deciding factor.

During an interview, an assertive female is often termed as being too forceful, while her male counterpart with the same quality will be considered to have strong leadership skills. Most recruiters don’t understand that these qualities don’t reflect their potential as an employee.

Since these impressions are engraved in our mindsets from a young age, we tend to relate to them in our day-to-day lives. Nevertheless, automating recruitment is the solution to avoid falling into the traps and bring a positive change in the hiring practices.



# HOW AI REDUCES BIASED HIRING?

## Screen Resumes Without Bias

- ✓ AI-powered resume screening tools analyze and classify resumes according to relevant experience, skills, and educational qualifications.
- ✓ AI weighs objective qualifications instead of subjective aspects like name, address, and educational background.
- ✓ AI screening tools look over arbitrary screening aspects like the font or format of the resume to encourage fair hiring.

## Overlook Candidate's Demographic Information

- ✓ AI-driven resume screening tools ignore information that encourages bias like gender, race, and age.
- ✓ The tools are engineered to avoid details like the schools attended and postal code that reveals a candidate's social and economic status.
- ✓ AI ensures the algorithms do not share results derived from demographic factors like race or gender.



## Encourages Objective-Based Selection Criteria Through Skills Library

- ✓ AI comes with a matured taxonomy with synonymous skills, making a candidate's resume searchable using the parsing tool.
- ✓ AI-based tools fetch and auto-populate the candidate database regardless of whether the candidate has mentioned similar skills in the resume.
- ✓ The tool comes with an expansive skills library that makes the parser resume friendly.

AI, together with human judgment and expertise, can address any biases and enhance the hiring processes in Oracle.





# HOW RCHILLI'S RESUME PARSER HELPS COMBAT BIAS HIRING?



## Encourage Diverse Hiring

RChilli resume parser in Oracle HCM & PeopleSoft help the recruiters **remove bias early in the first step, i.e., resume screening**. Helping the recruiters **build a diverse talent pool**, the ingenious Oracle HCM plugin powered by deep learning enhances the ability of the recruiters to make an **objective-based candidate selection**.

## Encourage Data-Driven Hiring

RChilli resume parser for Oracle HCM & PeopleSoft helps the recruiters hire only the skilled candidates by enabling them to select from the **resume data fields like skills, certifications, education, experience, and more**. Biased hiring can be a thing of the past. **The parser fetches and auto-populates nearly 140+ resume data fields, apart from the 30 fields promoted by Oracle**, and shares a database of candidates who match the selection criterion.





## Encourage Blind Resume Screening

The resume parser for Oracle Recruiting Cloud encourages [blind recruiting](#). This means a recruiter gets to build a workforce that's selected **without any biases like gender, age, color,** or the ones mentioned above. Hence, **the hiring is fair, diverse, and quality centric.**

## An Expansive Skills Taxonomy

RChilli's [matured taxonomy](#) is updated every two weeks with synonymous skills that make **a candidate's resume searchable by the resume parser.** The parser then fetches and auto-populates the candidate database regardless of whether the candidate has mentioned similar skills in the resume or not.



## About RChilli

RChilli is the trusted partner for parsing, matching, and data enrichment, providing companies, in 50+ countries, with solutions built for the future of technology and recruiting. RChilli's innovative products, backed by an industry-leading tech stack, power the processing of 4.1 billion+ docs a year for 1600+ top global recruiting platforms. Enabling companies to hire better talent faster since 2010, RChilli is ISO 27001:2013, SOC 2 Type II, and HIPAA certified and GDPR compliant.

RChilli also has its multilingual resume parsing app available on Oracle Cloud Marketplace and Salesforce AppExchange.



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