

Hiring Revolution / RESOURCE

A Guide to Disrupt Racism + Sexism



TOOL: B.R.E.A.K.D.O.W.N.

Our belief is that more of us are ready to end racist and sexist hiring practices. Have a BREAKDOWN conversation to help you build back up and meet your goals.

Consider:

- *Who are you feeling closer to, and why do you think that is?*

- *Who do you just not feel connected to when you're talking with them, and why do you think that is?*

- *What is making you feel excited to work near particular candidates?*

If you're not ready to pause and BREAKDOWN then you're not ready to end racism and sexism in hiring. You're not ready for the *Revolution*.

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| B → Bias | <p>Bias crept in – of course it did, you set strong goals, did tons of self-awareness, made strong transferrable skills lists and STILL we preference white people and or men.</p> <p>Name the biased choices you've made (without self judgement) and describe why and how they are working against your goals and at what points the choices were made</p> |
| R Revisit RPDR | <p>Revisit your <i>RPDR (Recognize, Post, Diversity, Relationships)</i>. Are the biases you recognized the ones getting your way? Are your relationships serving you or replicating your universe? Is your posting specific and inviting the candidates you hope for? Are your goals naming specific populations and why?</p> |
| E Expectations | <p>What stories were you telling yourself about where you would be at this point in the search? How are you feeling, really, about unmet expectations?</p> |
| A Accountability | <p>Name, for you, and as a hiring team, ways in which your choices are out of alignment with the set goals + values espoused in the process and how you intend to reroute and do differently or do better</p> |
| K Keep Focus | <p>What is distracting you right now? Time? Resources? Colleagues? Your boss? What is your plan to keep focused and not allow those things to allow racism or sexism to prevail in your search?</p> |

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| <p>D Do Over!</p> | <p>Tell your stakeholders what happened, name your BREAK to whomever needs to hear it</p> <p>B – we preference people with the formal credential over lived experience</p> <p>R – our relationships produced more men than we thought</p> <p>E – we were telling ourselves women would just show up because we said it in the posting</p> <p>A – We are going to go back to the second round and review who didn't make it through because of transferrable not formal experience</p> <p>K – the project launch next quarter has us worried we need to fill this over filling it with a person that adds new value</p> <p>We are calling a Do Over and commit to the things we named in Accountability</p> |
| <p>O Ouch!</p> | <p>Talk as a hiring team about the OUCH! Why does this hurt, pinch, feel like a failure</p> |
| <p>W Wide Open</p> | <p>Name as a hiring team that you are going to stay Wide Open to the results of a revisited process</p> |
| <p>N Next Action</p> | <p>Don't get captured in the enormity of the problem, what can you do next that gets you closer to your goals</p> |