

**Developed for Eastern Academy of Management Conference
ELA**

Using Experiential Learning to Discover Gender and Diversity Bias in HR practices

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Abstract

This experiential learning session will help participants teaching undergraduate and graduate courses in human resource management or related courses to incorporate a relevant experiential learning exercise in the classroom. The session includes an exercise with multiple rounds of candidate selection that have been used successfully by a management educator teaching Human Resource Management and related subjects. The exercise addresses selection process challenges, gender bias, diversity, and stereotypes. Based on a one hour workshop, session attendees will be able to participate in each round of the exercise and participate in a final large group debrief session.

Why Workshop Should Be of Interest

The Experiential Learning Association (ELA) is committed to the development, use, and dissemination of experiential learning exercises. The overarching goal of this session is to increase participants' knowledge of using an experiential learning exercise that exposes participants to a series of unconscious and conscious biases related to gender and diversity within a human resource process framework that can be used when teaching business courses. In alignment with the conference theme, this session will help to position educators to "set the tone for change, guide sensemaking and contribute to understanding" with the critical and complex topics of gender and diversity bias in the selection and recruitment process.

Session Overview

Discussion of unconscious bias relative to gender and diversity have heighten with social media access as well as the #metoo movement. Employers are challenged to respond and develop a culture of respect, employ equitable hiring practices, and combat conscious and unconscious bias relative to gender and diversity. Through a series of rounds, this exercise will help participants to understand and recognize their own biases and tendencies during employee recruitment and hiring activities. Working in small groups (tables), participants will be given sets of candidate resumes/pictures. Participants will be asked to evaluate each set independently to ultimately select candidates that should progress to the interview stage of the selection process. Participants will then have an opportunity to watch brief video clips of all candidates to reflect on the first round of their candidate selection process. As part of the final round, each group will

reveal their final candidate selections and reflect on biases uncovered in the process. The activity debrief and past student experiences will be shared by the facilitator.

Session Format

- Welcome and Introduction by Session Organizer (5 minutes)
- Roundtable Facilitation of Candidate Selection (15 minutes)
 - Each table will be provided with a job description and identify critical job responsibilities/skills
 - Each table will be provided with sets of candidate resumes/pictures to review and compare using the provided job description and the groups identified critical skills
 - Each set (4 total sets) will be reviewed independently; the table will select one candidate from each set to move forward in the selection process
- Roundtable Facilitation of Candidate Meet & Greet (10 minutes)
 - Large group will watch brief video clips of each candidate
 - Each table will re-evaluate selection decisions based on video clips and document reason for selection changes (if any) and reduce selection to two final candidates
- Large Group Summary Discussion (15 minutes)
 - Tables will reveal their critical job responsibilities/top candidates
 - Facilitator to debrief activity steps and critically evaluate candidates and final selections
 - Lead discussion on evaluation techniques, challenges, personal bias
 - Discuss systematic strategies to eliminate bias from the selection process