

Inclusion, not Exclusion

The Swindon
**INCLUSION &
DIVERSITY**
Network

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Is it not a problem because
it's not a problem for YOU?

Types of bias..

Affinity bias

Contrast Bias

Confirmation bias

Halo effect

Horns effect

Ambiguity bias

Attribution bias

Gender Bias

Beauty bias

Conformity bias

What to look out for...

Preconceived ideas about the role

Discriminatory language

Automated recruitment processes

The structure of the interview

The benefits and rewards







**What we want from
you...**



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