

# 100 ways of recruiting without discriminating

A WHOLE DAY SEMINAR

**This course is all about how the recruitment process can be improved from a discrimination perspective. During the day you'll learn about different methods and acquire a variety of insights – in short, 100 possibilities to prevent discrimination when recruiting.**

More and more recruiters use competence-based methods to ensure that the competencies, and nothing else, will control the selection. It is an important part of the work against discrimination. Despite this, there are still risks of discrimination during all phases of the recruitment process. Unreflected actions, habitual working methods and the recruiter's own unconscious bias risk reproducing the existing order. To master the situation, awareness and knowledge are required. It is also about taking the time that is acquired for the preparations, thinking through the implementation and reviewing one's own role in the process.

## Target groups and purpose

The seminar is aimed at those whom are involved in recruiting others.

During this day you will be made aware of situations where discrimination can occur. You'll receive practical recommendations on how to avoid discrimination and ways of improving the selection process. The seminar leader mix lecturing with workshops. During the course vi go through following steps:

- That's why people discriminate others.
- How to prevent ourselves from discriminating.
- What all recruiters should know about discrimination.
- The design of the profile of demands.
- The application procedure.
- Different ways to broaden the search circle.
- The definition of competencies and their importance.
- Different ways to avoid the usual pitfalls during the interview.
- Positive discrimination.
- More thoughtful ways of taking decisions.

## Seminar leader



**PATRIK EDGREN** has worked devotedly for 15 years with issues related to equality, diversity, inclusion and work environment for the Teachers' Union, the Equality Ombudsman, the Equality Ombudsman and as a consultant for Equal Relations. Since 2004 he has been coaching organizations on how their recruitment strategies can be improved.

In 2016, Patrik went through the world's combined English-speaking and Swedish research to find out which methods that could be used to avoid discrimination when recruiting. The course is based on the result of the survey that the course has been designed.

Patrik has helped the Swedish Equality Ombudsman to develop a method for anti-discrimination (seven grounds of discrimination). For several years, Patrik has been one of the participants in the Swedish gender equality minister's gender equality council.

For eight years Patrik studied Sociology, Human Resource Management, Work Environment Management and Pedagogy at university level. He's got a master's degree in history and social science with a specialization in democratization processes.

If this workshop sounds interesting, please contact Patrik Edgren.

**Patrik Edgren**

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