# Video: Phillip Martin’s podcast

## Transcript

## Phillip Martin, Human Resources Manager of Gentown Community and Business Hub speaking

**Putting aside our unconscious biases to recruit for gender equity – a guide for HR practitioners.**

My name is Phillip and I’m the Human Resources Manager here at CGBH.

This organisation is starting an exciting new project and I want to share with you what that means in HR. As an organisation we are developing a gender equity strategy. Put simply, workplace gender equality is where people are able to access and enjoy the same rewards, resources and opportunities regardless of gender.

And when we create gender equality in the workforce, we also create a more productive, engaged and high performing workforce.

As a HR practitioner it’s sometimes hard to see where to make improvements in our practices to ensure that we are applying a gender lens to our work.

Thankfully the Workplace Gender Equality Agency has a toolkit to help HR practitioners. I’ll put a link to their resources in the podcast notes.

Working in HR, it’s important to be aware of the current recruitment practices used, to identify whether gender is influencing the recruitment decision-making process. And just as importantly, HR practitioners also need to be aware of their own unconscious biases. When making decisions, or even when responding to an urgent issue, it’s easy to make the mistake of falling back on stereotypes without even realising it. Unconsciously, and sometimes consciously, you can put people into categories and make snap judgments without really processing what is happening in the moment.

I’m not immune either. I remember when I first started in HR working for another organisation, years back, I was on my first panel interviewing a woman for a management role. She told us that she had just had a baby. As I was a new dad, I knew the challenges facing a family with a young child, so I automatically asked her how the baby would be cared for if she took on this job. And she said that her partner was staying home with the child. Later one of the other panel members took me aside and asked if I would ever have asked a man the same question. It was a good lesson that I’ve never forgotten, because I realised it was also informing my assessment of her suitability for the role.

We all have a responsibility to put strategies into place to prevent discriminatory situations, for the HR team this includes having clear criteria and processes for assessing staff or interviewees for promotion or employment.

Bias hotspots include recruitment, performance review and task allocation. You might consider taking note of how tasks are being allocated in your teams and observe whether gender stereotypes could be playing a role.

It’s not just your own bias you need to be aware of, but you should also think about the unconscious bias of the people that you interact with. For example, if a job role or task has a lot of descriptors that people associate with men, then more men and less women are likely to apply for the role or put their hand up for that task.

As an HR practitioner, you are in a powerful position to have a significant and lasting impact to improve the performance and reputation of your organisation.

Go to the Workplace Gender Equality Agency to download their toolkits, fact sheets and resources, at wgea.gov.au

**Links for credits:**

Workplace Gender Equality Agency: <https://wgea.gov.au/topics/recruitment-and-promotion>