



Inclusive Diversity in Hiring

INTRODUCTION

BLIND HIRING SYSTEM

“Equihire” is a revolutionary blind recruitment platform solution aimed at eliminating biases based on race, gender age, ethnicity in the hiring process and promote workplace diversity. It goes beyond masking personal data and takes the unprecedented step of anonymizing voices during interview, ensuring that candidates are evaluated solely on their skills and qualifications, free from the influence of personal biases. The personal information of the candidate are unavailable to the employers and hiring decisions are purely taken on talents.



FEATURES

Principal subjects covered

- **Initial Screening Transparency:** Integrate Equihire seamlessly into your initial screening process, ensuring anonymity and transparency from the outset.
- **Resume sanitization:** Focus solely on candidate responses and qualifications, eliminating the influence of bias in the evaluation process.
- **Blind Pre-screening Interviews:** Conduct video interviews where the system transcribes the conversation and presents the audio in a uniform voice, removing any identifying characteristics.
- **Seamless Candidate Experience:** Provide a user-friendly and engaging interview experience for all candidates, fostering a positive first impression.



PROOF OF EFFECTIVENESS OF BLIND HIRING

In the 1970s, the Toronto Symphony Orchestra, comprised entirely of white men, introduced blind auditions to diversify its members. By screening musicians behind a screen to focus solely on talent, the orchestra saw a notable rise in women's acceptance from 25% to 46%.

Even today, applicants of color still face the burden of submitting far more applications than their white counterparts to secure interviews. This stark disparity, extending beyond race to encompass gender and other identities, underscores the urgent need for transformative solutions.

Gender discrimination in the employment cycle

2x

Recruiters are twice as likely to hire a male candidate over a female



Four in ten female employees admit they've experienced gender discrimination at work

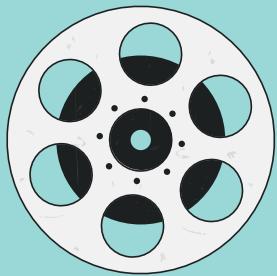
79x

Women are 79 times more likely to be hired when at least two female applicants are on the shortlist

25 - 46%

Women are 25-46% more likely to get the job when there are blind interviews or auditions

LEARNINGS



SOFTWARE BEST
PRACTICE AND GITHUB



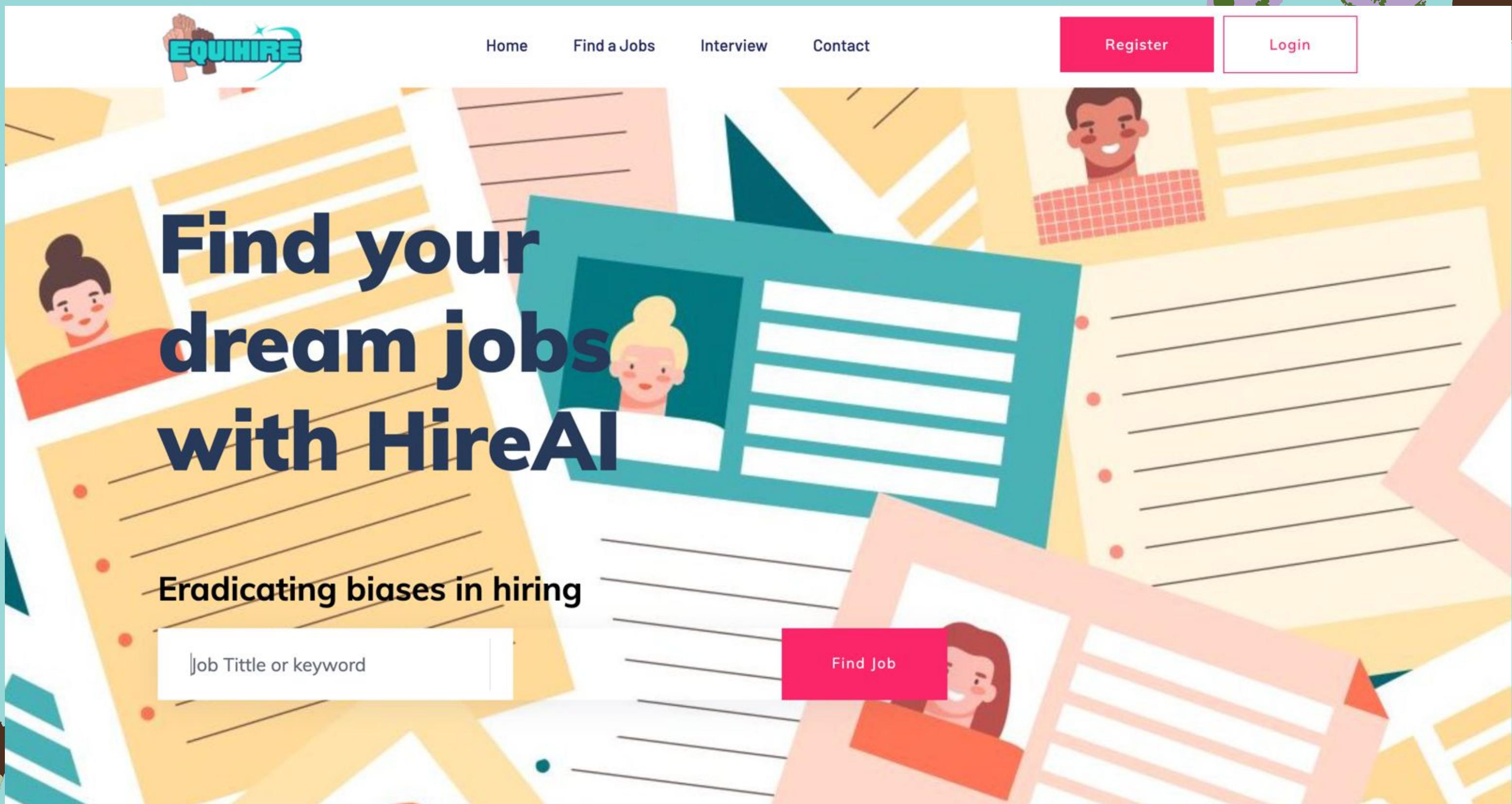
NER, SPEECH
RECOGNITION



RESUME
SANITIZATION



SCREENSHOTS



Register

Mitali Juvekar

knova5788@gmail.com

22

09022283780

.....

I agree to the terms and conditions

Register

SCREENSHOTS

FEATURED TOURS PACKAGES

Browse Top Categories



Design & Creative
(653)



Design & Development
(658)



Sales & Marketing
(658)



Mobile Application
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Construction
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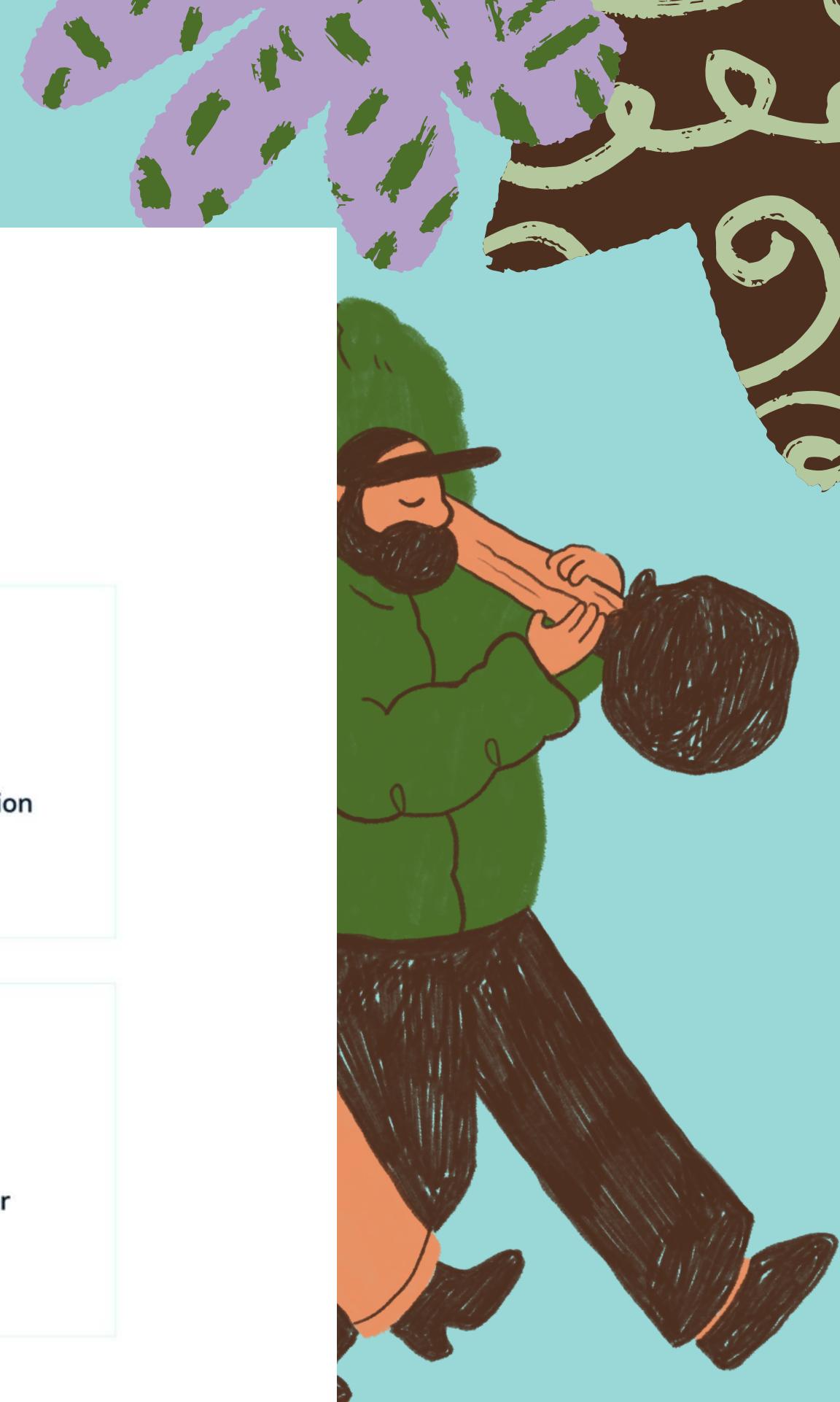
Information Technology
(658)



Real Estate
(658)



Content Writer
(658)



BLIND HIRING

Make a Difference with Your Online Resume!

UPLOAD YOUR CV

APPLY PROCESS

How it works



1. Search a job

Based on your preference, look for a job opening. You don't have to worry about anything, we'll handle it from there.



2. Upload your resumé

We help you get equal opportunities! On uploading your resumé, we redact any information that can cause discrimination.



3. Give a bias-free interview

We make sure that your identity remains hidden at all cost.

The image shows a Mac OS X desktop environment with two browser windows open. Both windows have the URL http://127.0.0.1:5000/job_details.html displayed in the address bar.

Left Window (Job Detail):

- Title:** Job Entry
- Header:** Home, About, Jobs ▾, Pages ▾, Contact, Post A Job
- Section:** Job Detail
- Breadcrumbs:** HOME / PAGES / JOB DETAIL
- Job Summary:**
 - Title:** Marketing Manager
 - Location:** New York, USA
 - Type:** Full Time
 - Salary:** \$123 - \$456
- Job Description:**

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- Job Summery:**
 - Published On:** 01 Ja
 - Vacancy:** 123 Positi
 - Job Nature:** Full Tim

Right Window (Job Detail):

- Title:** Job Entry
- Header:** Home, About, Jobs ▾, Pages ▾, Contact, Post A Job
- Text Content:**

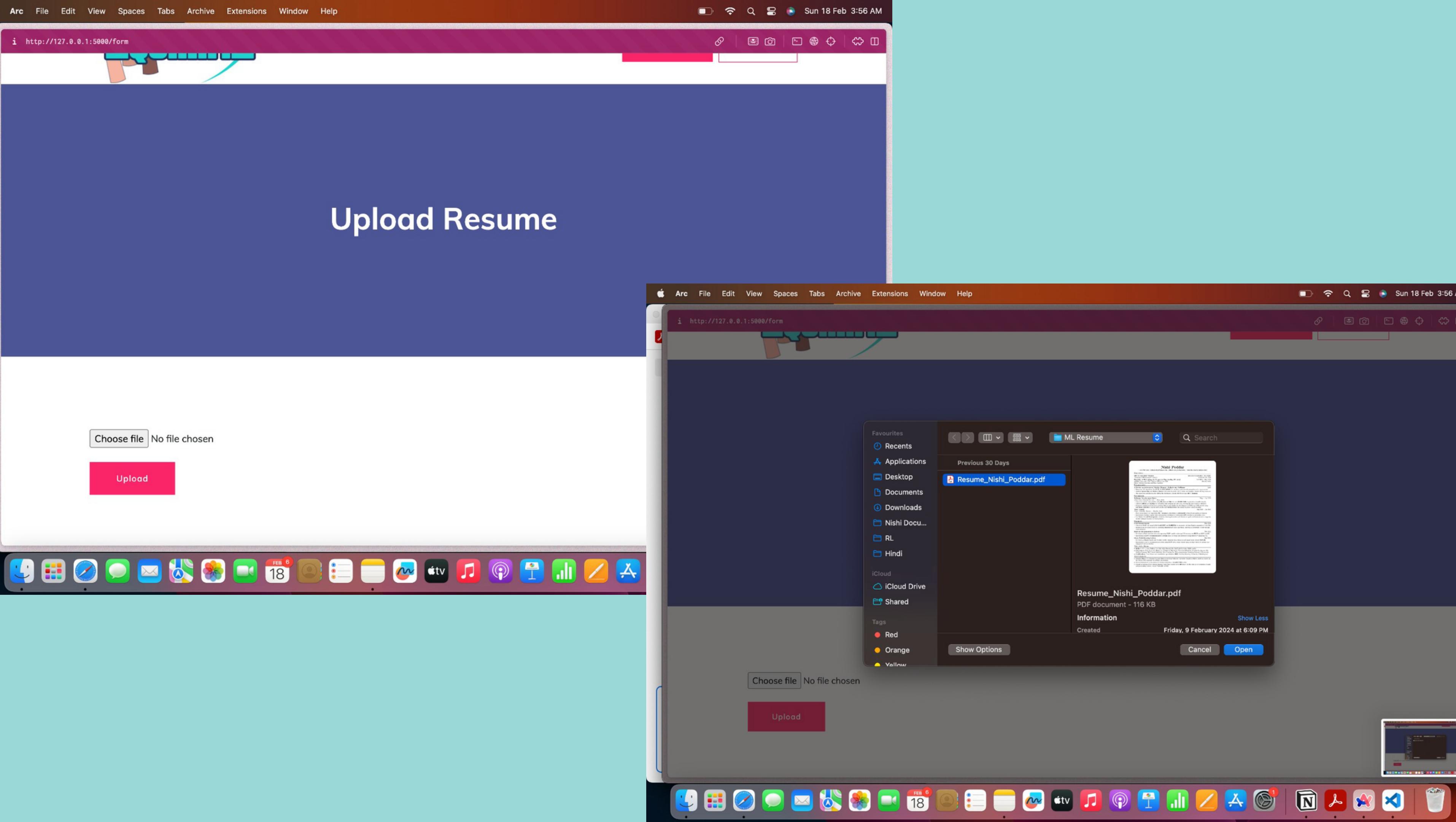
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Qualifications:
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Est voluptua et sanctus at sanctus erat
Diam diam stet erat no est est

- Apply For The Job:**
 - Fields:** Your Name, Your Email, Portfolio Website, Choose file (No file chosen), Coverletter
 - Button:** Apply Now

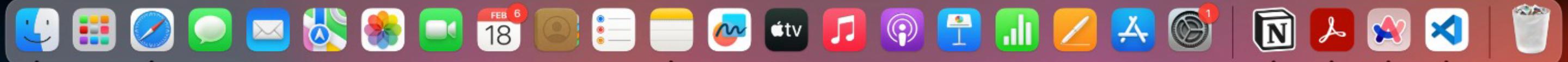
Mac OS X Dock: The dock at the bottom of the screen contains various application icons, including Finder, Mail, Safari, and others.



i http://127.0.0.1:5000/display_text

Clean Resume

REDACTED_NAME REDACTED_NAME
REDACTED_PHONE | REDACTED_EMAIL | REDACTED_NAME REDACTED_NAME REDACTED_NAME REDACTED_NAME Education
MS in Computer Science
Expected Graduation – Dec 2024
University of Massachusetts Amherst
Massachusetts , REDACTED
Bachelor of Technology in Computer Engineering (Honors)
Jul 2019 – May 2023
NMIMS University | GPA 3.88/4.0 (Meritorious List)
Mumbai , REDACTED
Minor : REDACTED_NAME REDACTED_NAME and Data Analytics
Publications
A Review on Autonomous Vehicles : Progress , Methods and Challenges
Link
• Researched ML algorithms like CNN , YOLO , LiDAR for real - time environmental perception in driving scenarios .
REDACTED_NAME REDACTED_NAME REDACTED_NAME REDACTED_NAME and REDACTED_NAME REDACTED_NAME REDACTED_NAME models to predict driver intent and navig
• This paper was published in July 2022 in the Electronics Journal , MDPI receiving 120 + citations .
Experience
Software Development Intern
May – Jun 2022



Virtual Interview

Welcome to your virtual interview process!

You will be given a series of pre-recorded interview questions. These might include both traditional questions to understand your background and experience, and job-specific queries designed to assess your suitability for the role. For each question, you'll have a set amount of time to consider your response before recording begins.

Throughout this process, we encourage you to express your authentic self, demonstrating not only your professional qualifications but also the unique qualities that make you an ideal candidate for the position.

"Tell us about a time when you had to handle a difficult client."

[Start Recording](#)

[View Results!](#)

This is where the text will be generated.

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“Tell us about a time when you had to handle a difficult client.”

[Start Recording](#)

[View Results!](#)

hello we have been working on this for over 20 hours now we come from REDACTED

i http://127.0.0.1:5000/result



View How Well You Did

You're almost done!

View how well the application matches with the job.

Also, inspect the sanitized interview answers

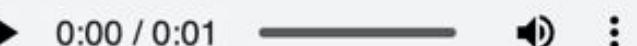


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The similarity score for the interview and the job description is:

0.69

What's next for EquiHire

1. We plan to leverage artificial intelligence and machine learning algorithms to more accurately identify and neutralize implicit bias triggers in resumes and interviews, including subtle cues that may currently escape detection.
2. We aim to develop predictive analytics tools to help organizations understand and improve their diversity hiring metrics over time.
3. Equihire aims to extend its reach to support organizations and job seekers worldwide. This includes localizing our platform to accommodate various languages and cultural contexts, making blind recruitment a global standard.



THANK YOU

