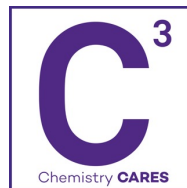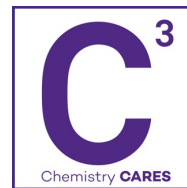# Resume Bias when Screening Candidates

- Studies from Harvard and UW–La Crosse have found that applicants from underrepresented groups receive ~15% fewer callbacks than their otherwise identical white counterparts.

1. Anonymize applications and resumes before you review them.
2. Ensure diversity of the people reviewing resumes.
3. Consider eliminating resumes completely.

1) https://hbswk.hbs.edu/item/minorities-who-whiten-job-resumes-get-more-interviews
2) https://cla.auburn.edu/econwp/archives/2014/2014-06.pdf

Resume Bias when Screening Candidates

Strive to create a place where all people want to work and teams filled with people of all gender identities, race, religion, and age. Diverse candidates will see they already belong.

If you eliminated resumes completely, what could you do instead to evaluate candidates at an even playing field?