

## **De-bias your workplace**

*Philipp Gramlich*

We want the best employees, but when it comes to our hiring processes, we fall for our unconscious biases and select clones of ourselves, not the best candidates. Also, our work environment as such leaves plenty of low-hanging fruit to make it more efficient in terms of welcoming a variety of people (gender, culture, etc.) at low or no cost in terms of money and effort- enabling you to benefit from all their talents.

This workshop will use the hiring process as a case study in order to find out more about our own biases and how we can circumvent them. Aim of this endeavour is the business interest of our organisation. Diversity and equality will naturally result from this process and won't be merely high-minded motives.