

Progressing Minority Talent

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Overview: Progressing Minority Talent

- Inclusive Culture
- Positive Action
- Mentoring
- Sponsorship
- Leadership Development
- Decision-Making Processes



Adverse Impact: Is the Process Fair?



- Adverse impact calculations require you to collect demographic data
- You do not need large datasets (4/5ths rule)
- Is this process definitively unfair? vs where are the potential risks worth investigating?

Example: Study Leave Scheme

- Concerns over the fairness of a university department's study leave scheme.
- The scheme attracted 10 applications and provided 3-4 awards per year.
- The client wanted the scheme reviewed for fairness.



No/minimal AI for success by gender, ethnicity & career stage.
AI in terms of female ethnic minority academics applying

Process Review



Score Indicators	
10. Exceptional –Top strategic importance	
• Quality	
○ Highly o	
○ Novel m	
○ Excellen	
	best in a
• Impact	

Is the
process likely
to produce
fair
outcomes?

What makes good indicators?

Not Comparative – no requirement to compare with other candidates.

Objective – personal interpretation unrequired.

Not duplicated – does not measure behaviour assessed by other indicators.

Observable – can assess from evidence from the assessment exercise.

Unambiguous – described in simple terms.

Singular – describes one behaviour/requirement/attribute.

Critique these indicators

- How well the application addresses the primary and secondary aim of the call
- How well the applicants addressed the key principles
- Expertise and quality of the research team for delivering evidence synthesis training and education providing a range of methodological expertise relevant to evidence synthesis
- Extent and quality of interactions with relevant organisations delivering training for evidence synthesis
- The extent to which the model delivers appropriate governance, strategic oversight and administrative oversight that will ensure an all-island perspective.

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- How **well** the application addresses the **primary** and **secondary** aim of the call
- How **well** the applicants addressed the **key principles**
- Expertise and quality of the research team for delivering evidence synthesis training and education providing a range of methodological expertise relevant to evidence synthesis - **Too Complex**
- **Extent and quality** of interactions with **relevant** organisations delivering training for evidence synthesis – **Too Complex**
- The **extent** to which the model delivers appropriate governance, strategic oversight and administrative oversight that will ensure an all-island perspective. –**Multi-faceted**

Live Process Observation



- A passive observation process to understand how bias and poor assessment practice lead to unfair outcomes.
- Particularly potent when decision-makers wrongly think they are making fair decisions.

Live Process Observation

Outcomes:

- Report to highlight risks
- Training (decision-makers and observers)
- Process re-design

