

BUSINESS & OPERATIONS

Be Diverse and Inclusive

Diversity, equity, inclusion: bias-free recruiting interviews.

> "Bias doesn't show in the CV. It shows in the question you ask."

01 The Problem

The interview decides, and bias decides the interview

Unconscious biases — similarity, first impression, stereotypes about gender, age, or background — enter the evaluation without anyone noticing, leading to poor decisions and teams less diverse than the organization intends.

Every interviewer runs a different interview

Unstructured questions, implicit criteria, judgments that cannot be compared: the decision depends on who conducts the interview more than on the candidate.

DEI policies exist; practice doesn't

Classroom training and guidelines are not enough: people who hire need to practice, make mistakes in a safe environment, and get feedback.

DIVERSITY · EQUITY · INCLUSION

Unlocking potential, fostering diversity, driving growth.



02 The Solution

An immersive learning environment on diversity, equity, and inclusion, integrated with your LMS or delivered as a dedicated platform. Complex topics — cognitive biases, discriminatory language, fair evaluation — become interactive experiences, with the logic of serious gaming: learners don't sit through a lecture, they become active participants in their own growth.

For recruiters, HR professionals, managers, and anyone involved in hiring. After each activity you receive personalized feedback, confidential unless you choose to share it. You can repeat activities, track your progress, and compare notes with peers.

03 How It Works

1. **Explore biases**
   The psychological dynamics that shape decisions, and how to spot them at each stage of recruitment.

2. **Practice with virtual candidates**
   Dialogues with realistic avatars: you run the interview, avoid discriminatory questions, try again.

3. **Assess and be assessed**
   Multi-candidate sessions, blind screening, and an evaluation of your own skills as an interviewer.

4. **Measure**
   Quizzes and riddles to test your understanding of bias in evaluation, with personalized, confidential feedback.



Virtual candidates of different profiles, ages, and backgrounds: every conversation is a chance to spot a bias before it weighs on a real decision.

04 The Platform



Personal dashboard

Each user's profile, points, and progress on a single screen.

Bias map

A radar chart compares your results with the "bias free" baseline and with the average of your peers, bias by bias: gender, age, cultural, ethnic, sexual orientation, cognitive.

Quizzes and riddles

Short activities, about 5 minutes, basic or advanced: cognitive biases, inclusive job postings, bias-free recruiting.

Avatar interviews

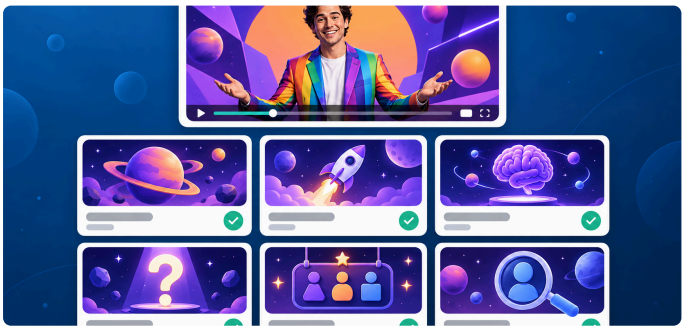
Conversations with virtual candidates, assessed as an interviewer.

Test results

Bias intensity by area — gender and career, age, sexual orientation — with feedback on the latest test.

Badges and community

Milestones that recognize completed activities, interviews held, posts and comments shared with peers. History and materials always available.





05 Data That Drives Real Change

The platform sources anonymized data from recruitment processes and employee engagement surveys and turns it into indicators: where the gaps are, how they evolve, which actions work. With personal identifiers removed, the analysis stays unbiased and decisions rest on evidence.



06 Standards

Our platform aligns with:

SDG

United Nations Sustainable Development Goals

SDG 5: Gender Equality. SDG 10: Reduced Inequalities.

ISO

ISO 30415

Human Resource Management — Diversity and Inclusion Standards.

GRI

Global Reporting Initiative

GRI Standards for Diversity and Equal Opportunity.

By following these standards, your organization maintains compliance, ensures inclusivity, and meets the highest ethical benchmarks in recruitment and workplace management. Your DEI initiatives become not only effective but globally recognized.

07 Let's Talk

What goal can we achieve together? Book a demo at www.e-real.net or propose a profile to select.

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