

# Bias (and Stereotype) in job seeking

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While there are different job possibilities for postdocs and students with their related challenges, some set of postdocs/students could be at a greater disadvantage than others for any job possibility. This could be due to their gender, ethnic background or English language skills/accent which in turn could impact their networking skills. For example, some postdocs who do not have a degree from a US institution may not have a local support group that one acquires during the formative years on the academic path, such as a PhD supervisor. In addition, they could have a language accent or other hindrance that may not allow them to “fit in” or “gel” with the culture at a potential workplace. Factors like gender or color bias do not respect any national boundary. How can we work towards diluting, if not eliminating, these factors when seeking a career or a job? ***The goal of this LOI is to look at (policy) changes that may help alleviate this to some extent and perhaps form local social and/or networking groups of young prospective job seekers who are sensitive to this and may help their less privileged or likely-to-face-bias-peers.*** At hubs of HEP experiments (national labs, for example) there should be a concerted effort and mentoring in a direction of finding ways to dilute the possible effects of bias in job seeking where foreign students and postdocs could be at a higher risk.

[1]<https://www.pnas.org/content/111/12/4403>

[2]<https://www.forbes.com/sites/pragyaagarwaleurope/2019/08/29/is-gender-bias-really-impacting-the-hiring-of-women-in-stem/#51250c8d3bf0>

[3] <https://www.mya.com/blog/unconscious-bias-in-job-descriptions/>

[4]<https://indianexpress.com/article/explained/how-language-leads-to-gender-bias-in-science-6547882/>

[5]<https://www.forbes.com/sites/janicegassam/2019/03/15/are-you-reinforcing-gender-stereotypes-in-the-workplace/#3e963b5069bb>