

# THE HIRING COMMITTEE

**Company name :** DLA PIPER

**Activity sector :** Autres activités de services

**Company category :** PME

## Description of the action

The concrete actions we've taken to create fair and inclusive recruitment.

## Context

Throughout the recruitment process from start to finish, a Committee is in place to ensure that recruitment is as fair as possible.  
Démarche

## Objectives

Ensure fairness in the recruitment process by minimising unconscious bias.  
Promote inclusion by involving a diverse committee (both lawyers and non-lawyers) in candidate selection.  
Strengthen compliance with evolving legal frameworks (e.g., the EU Pay Gap Directive).  
Align recruitment with social responsibility by replacing traditional giveaways with a charity donation initiative.  
Professionalise interviews through annual interviewer training focused on bias awareness and inclusive techniques.

## Approach

Annual interviewer training: All interviewers receive yearly training focused on unconscious bias, evolving legal frameworks (such as the EU Pay Gap directive), and inclusive interviewing techniques. This includes guidance on how to ask questions that help capture the candidate's perspective and experience.  
Inclusive CV review process: To avoid selecting similar profiles repeatedly, CVs are reviewed by a specific leaders committee across the firm — both lawyers and non-lawyers — ensuring broader representation and more balanced decision-making.  
Socially responsible engagement: We've replaced traditional giveaways at recruitment stands with a donation initiative. Visitors vote for one of several pre-selected charities, and the total donation amount is distributed based on those votes — reflecting the values and choices of our audience.

## Impact

A more transparent and equitable recruitment process, recognised by both candidates and employees.  
Greater diversity among new hires, thanks to broader and more representative selection.  
Reduction of bias in CV screening and interviews.  
Enhanced employer brand: the firm is seen as responsible, inclusive, and socially engaged.  
Improved legal compliance and proactive adaptation to regulatory changes.  
Increased employee engagement through participation in socially impactful initiatives.

## « To do »

Provide annual interviewer training on unconscious bias, legal updates, and inclusive interviewing techniques.

Form a diverse hiring committee that includes both lawyers and non-lawyers to review CVs and participate in interviews.

Standardise interview questions to ensure consistency and fairness for all candidates.

Implement a structured CV review process to avoid repeatedly selecting similar profiles.

Replace traditional recruitment giveaways with a charity donation initiative that involves candidates and visitors.

Regularly review and update recruitment policies to align with evolving legal requirements and best practices.

Encourage open feedback from candidates and committee members to continuously improve the process.

## « Not to do »

Do not rely on a single person to make hiring decisions—avoid centralized or unilateral selection.

Do not skip interviewer training or treat it as a one-time event; ongoing education is essential.

Do not use unstructured or informal interviews that can introduce bias or inconsistency.

Do not select candidates based solely on “cultural fit” without clear, objective criteria.

Do not offer promotional items that do not reflect the organisation’s values or social responsibility.

Do not ignore feedback from candidates or committee members about the recruitment process.

Do not overlook legal and regulatory changes that may impact recruitment practices.