

The Fallacy Of Blind CVs

By **Alexander Baron** - Nov 1, 2015



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According to **a recent BBC report**:

“Leading companies and universities are being asked to remove names from application forms in an effort to stop unconscious bias against potential recruits from black and ethnic minority backgrounds.”

When the Beeb refers to unconscious bias, what we are really talking about is that old chestnut *racism*, but, surprise, surprise, we are also told that:

“Research suggests a person’s gender, as demonstrated by the name given, can also have an influence. In one study, US universities seeking a laboratory manager were handed CVs randomly headed with male or female

names. They were seen to rate applicants assigned a male name as 'significantly more competent and hireable'."

Hmm, *sexism* as well, but is discrimination the real problem? The reality is that anti-discrimination laws are the problem because the people who lobbied for and forced them through Parliament in the UK and Congress in the US did not stop to think of the effects they would have, but only the effects they wished to bring about. Encouraging or forcing companies to consider "blind CVs" is not the solution.

In the US, where radical feminists and even the President parrot the specious mantra that women earn only 77c on the dollar, one is entitled to ask why would any company want to hire a man when it could hire a woman for substantially less? The answer is that anti-discrimination and similar employment laws discourage firms from hiring either minorities or women. The recent case of **Ellen Pao and Kleiner Perkins** illustrates this to a tee, while the not so recent case of **Catford Centre for the Unemployed** illustrates what can happen when a small organisation is hit with a discrimination claim.

Any company or organisation that is going to have difficulty firing unproductive or even toxic employees will think twice before hiring a member of a *protected* group. This is not prejudice, it is survival instinct. In any case, government initiatives to combat discrimination in the professions are totally misguided because the people who need help are those lower down the food chain, such as those who suffer from various disabilities including poor literacy, those who have no marketable skills, serious criminal records and so on. The fact that younger black men in particular may fall into these groups is not a manifestation of *racism* or any form of prejudice. If those in power want to genuinely assist such people they need to tackle their real problems, not manufactured ones by using facile gimmicks like blind CVs.