

IREP Starter

Change one hiring process by next Tuesday.

No new software. No bigger budget. No permission needed. Four moves on your very next role - everything runs on the tools you already have.

1 • STRIP THE CATEGORIES

One person who is NOT evaluating redacts every file first: name, photo, age, sex, nationality, address out; school and employer names become descriptors of what was done. Keep the story - gaps, pivots, self-taught depth stay in. Redaction removes labels, never context.

3 • TWO EVALUATORS, SCORED BLIND

Both score independently against criteria written BEFORE the first candidate. Agree the disagreement rule in advance; discuss and document, never quietly average. Every advance/reject gets one written sentence of rationale citing evidence.

2 • UNTIME THE ASSESSMENT

Replace the timed test with a real work sample on the candidate's own schedule, inside a stated 24-72h window. Speed is not the test unless speed is the job. State the tool rules up front - including AI: prohibited, allowed with disclosure, or expected.

4 • COUNT AFTERWARDS

Role filled? Spend 30 minutes: how many entered each stage, how many passed. Does anything about who survived surprise you - compared to who applied? Write it down, even if the answer is 'we can't see it yet'. That gap is your next improvement.

The three you can postpone

These belong to the full protocol and can wait for your second iteration: the firewalled demographic channel (lawful, voluntary category data for real equity audits - needs legal setup), validated rubrics (tested scoring instruments, not just written ones), and formal Stage-4 measurement. Without them you are not yet running full IREP - you are running the on-ramp. That's the point.

Honest benchmark

Do these four things consistently and your process is more rigorous than the overwhelming majority of hiring pipelines in operation today - including most of the expensively tooled ones. Structure beats software.

What you may say about yourself

Once the four moves are your standard practice, declare it: "We follow the IREP Commitment." Self-made and self-owned, like an open-source license: nobody certifies you, and you answer publicly for it.

Where to go next

Aligned (~2 months): the full evaluation pipeline - IMPLEMENTATION-GUIDE.md · Steward (~6 months): full protocol + published audits - spec/IREP-v0.1.md · AI as assistant, never decider: USING-IREP-WITH-AI.md · Questions: github.com/labs-barkley/irep/discussions