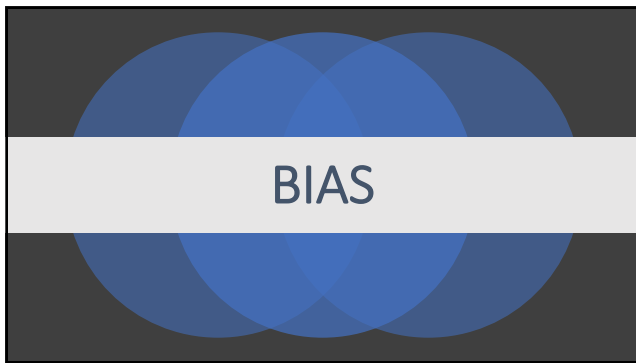


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Types of Implicit Bias

Affinity	Conformity
Name	Weight
Gender	Confirmation

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Questions you may consider asking yourself or your team

- What are my biases or potential blind spots?
- What are my automatic feelings or judgement about this person?
- What is this person triggering in my background?
- What patterns do I notice in my decision-making that might be impacted by my biases?
- Why do I/we typically go to the same people for lead projects or other assignments?
- How do I/we create opportunities for others to demonstrate their capabilities and potential?
- What type of people do we include in important meetings and events?
- How do we identify and choose candidates for hire, promotion and succession?

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Implicit Racial Bias among Preschool Teachers, 2016

Source: NPR 2016, based on study by Yale research

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According to Deloitte's 2019 "State of Inclusion" survey...

- 64% felt they had experienced bias in their workplaces during in the past year.
- 61% of those, felt they experienced workplace bias at least once a month.

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WAYS TO ADDRESS

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What Can I Do?

- Prioritize wellbeing
- Mindfulness
- Open to change
- Extend boundaries

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In the workplace

Blind Hiring	Matching Mentoring (Mismatch)
Review organizational decision-making	Have uninvested 3 rd party look at data or practices

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Diversity
Inclusion
Belonging
Equity

Look at Your
Workplace/Organizational
DNA



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KEY
POINTS

We all have biases below the level of our full awareness and are automatic

Increase awareness through reflection, discussion, listening, past or current practices

2nd glance of thoughts and decision-making

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Resources

- Link to Implicit Bias Website: <https://implicit.harvard.edu/implicit/takeatest.html>
- National Public Radio (NPR)
- Emtrain.org
- SHRM.org

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