

UNCONSCIOUS BIAS IN THE WORKPLACE



EXAMPLES AND HOW IT CAN BE MINIMIZED

THINK ABOUT...

What kind of person you picture when you hear...



- A Nurse
- Doctor
- Police Officer
- Teacher
- Secretary
- CEO

BIASES AFFECT **EVERYONE**

Without awareness and challenging these default biases, individuals will unintentionally reinforce existing prejudices.

BIASES IN THE **WORKPLACE**

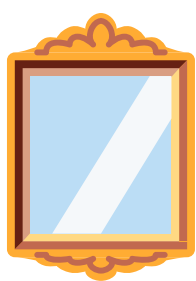


Did you know employers are **50% more likely** to call back job applicants with “white-sounding” names?

Workplace biases exist and **affect all areas** of workplace including:

- Recruitment
- Mentoring/training opportunities
- Performance reviews
- Customer/client interactions
- Services offers
- Organizational culture

TYPES OF COMMON BIASES



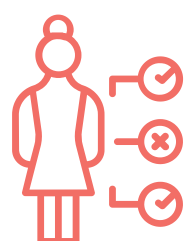
Affinity Bias: Inclination to prefer people who resemble ourselves in traits, physical appearance or otherwise. Avoiding discomfort by reducing our exposure to what is unfamiliar.



In-group Bias: preference for someone based on same experiences like attending the same school, living in the same neighborhood or city.



Confirmation Bias: looking for information to confirm existing beliefs without looking for or ignoring evidence to the contrary.



Perception Bias: preexisting stereotypes and assumptions about certain groups/people. Can be both negative or positive.

WHERE TO START...

As a start, at individual level...



- Think about the internalized biases you may hold and how they effect you
- Participate in discussions with others without judgement or defensiveness
- Expose yourself to people of different backgrounds/experiences
- Seek information that contradicts or challenges your world view

At an organizational level...

- Establish procedures that deter biased decision-making (example: get rid of names or pictures on resume)
- Foster inclusive and diverse leadership
- Standardize criteria and processes at all levels
- Provide mandatory unconscious bias training