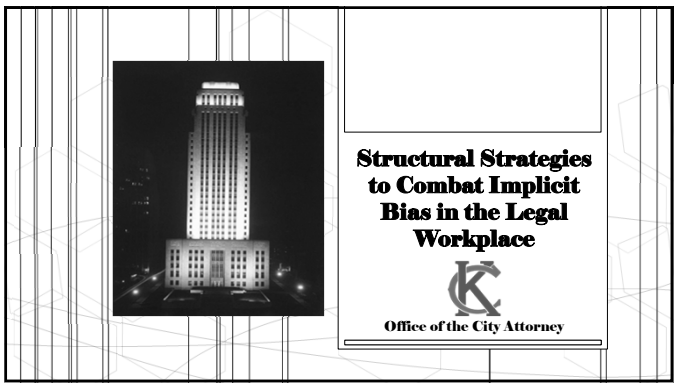


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Implicit Bias – Why do we care?

- Democracy Rationale

2

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Implicit Bias – Why do we care?

- Democracy Rationale
- Business Rationale

3

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Implicit Bias – Why do we care?

- Democracy Rationale
- Business Rationale
- Leadership Rationale

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Implicit Bias – Why do we care?

- Democracy Rationale
- Business Rationale
- Leadership Rationale
- Demographic Rationale

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Implicit Bias – What is it?

- Unconscious preferences for certain characteristics

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Implicit Bias – What is it?

- Unconscious preferences for certain characteristics
- Implicit bias is hardwired

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Implicit Bias – What is it?

- Unconscious preferences for certain characteristics
- Implicit bias is hardwired
- Everyone has them

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Implicit Bias – Types of Bias

- Affinity bias

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Implicit Bias – Types of Bias

- Affinity bias
- Confirmation bias

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Implicit Bias – Types of Bias

- Affinity bias
- Confirmation bias
- PIA bias

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Implicit Bias – Types of Bias

- Affinity bias
- Confirmation bias
- PIA bias
- Tightrope bias

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Implicit Bias – Types of Bias

- Affinity bias
- Confirmation bias
- PIA bias
- Tightrope bias
- Maternal Wall bias

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Implicit Bias – Types of Bias

- Affinity bias
- Confirmation bias
- PIA bias
- Tightrope bias
- Maternal Wall bias
- Tug of War bias

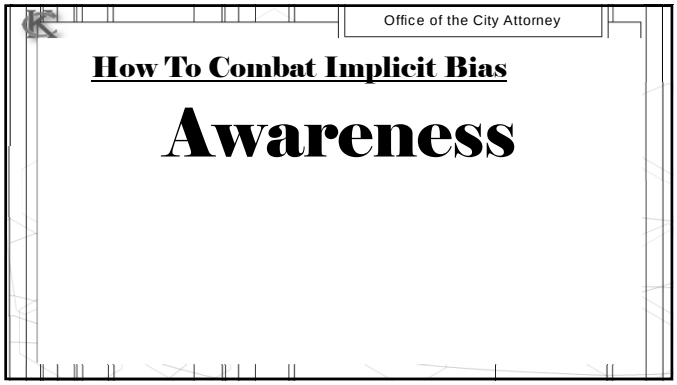
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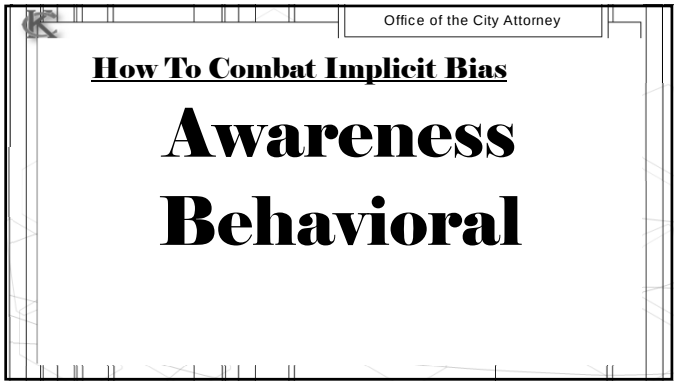
How To Combat Implicit Bias

ABS

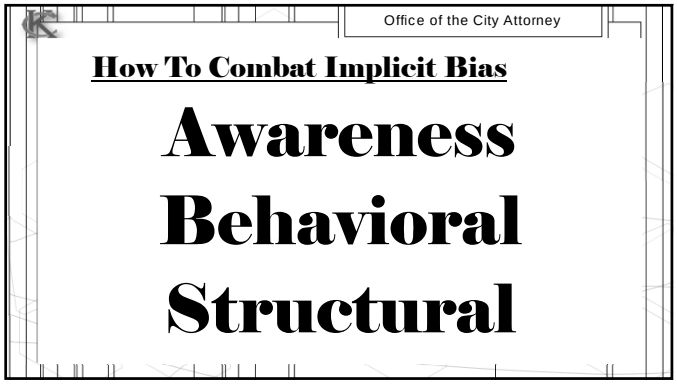
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How To Combat Implicit Bias
Awareness

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How To Combat Implicit Bias
Awareness
Behavioral

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How To Combat Implicit Bias
Awareness
Behavioral
Structural

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Structural Changes to Debiasing

- Use Metrics
- Interrupt Bias
- Repeat

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Debiasing Hiring

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Debiasing Hiring Practices

- Metrics
  - Track the candidate pool
  - Are hiring qualifications waived
  - Track points
  - Track by reviewer, department, and firm-wide

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Debiasing Hiring Practices

- **Interrupt**
  - **Diversify the pool**

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Debiasing Hiring Practices

- **Interrupt**
  - **Diversify the pool**
  - **Commit to a resume rubric**

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Debiasing Hiring Practices

- **Interrupt**
  - **Diversify the pool**
  - **Commit to a resume rubric**
  - **Commit to an interview rubric**

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Debiasing Hiring Practices

- **Interrupt**
  - **Diversify the pool**
  - **Commit to a resume rubric**
  - **Commit to an interview rubric**
  - **Structured interviews**

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Debiasing Hiring Practices

- **Interrupt**
  - **Diversify the pool**
  - **Commit to a resume rubric**
  - **Commit to an interview rubric**
  - **Structured interviews**
  - **Define a "culture fit"**

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Debiasing Assignments

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Debiasing Assignment Practices

- **Metrics**
  - **Define your "house," "low profile," and "glamour" work**
  - **Assign points to track work**
  - **Analyze by supervisor**

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Debiasing Assignment Practices

- **Interrupt**
  - **Don't ask for volunteers**

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Debiasing Assignment Practices

- **Interrupt**
  - **Don't ask for volunteers**
  - **Establish a point system/rotation**

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Debiasing Assignment Practices

- **Interrupt**
  - **Don't ask for volunteers**
  - **Establish a point system/rotation**
  - **Split assignments**

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Debiasing Assignment Practices

- **Interrupt**
  - **Don't ask for volunteers**
  - **Establish a point system/rotation**
  - **Split assignments**
  - **Expand the eligible pool**

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Debiasing Evaluations

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Debiasing Evaluations

- **Metrics**
  - **Track evaluations for each demographic**
  - **Track life-events**
  - **Analyze by supervisor, department, and firm-wide**

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Debiasing Evaluations

- **Interrupt**
  - **Establish clear and specific criteria**

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Debiasing Evaluations

- **Interrupt**
  - **Establish clear and specific criteria**
  - **Require evidence for rating**

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Debiasing Evaluations

- **Interrupt**
  - **Establish clear and specific criteria**
  - **Require evidence for rating**
  - **Potential is not performance**

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Debiasing Evaluations

- **Interrupt**
  - **Establish clear and specific criteria**
  - **Require evidence for rating**
  - **Potential is not performance**
  - **Kudos board**

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Additional Structural Debiasing

- **Commitment to Diversity**

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Additional Structural Debiasing

- Commitment to Diversity
- Training

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Additional Structural Debiasing

- Commitment to Diversity
- Training
- Counter-stereotypical Assignment

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Additional Structural Debiasing

- Commitment to Diversity
- Training
- Counter-stereotypical Assignment
- Formal Mentoring

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