affirmity

Shine a Light on Hidden Biases

August 13, 2020

Before we start, a few things….

1. Today's presentation is being recorded and will be in listen-only mode.

2. The recording and a copy of the presentation will be sent to all registrants in a few days.

3. If you have any questions during today's presentation, please enter them in the Questions section of the control panel and we will answer as many questions as possible by end of presentation.

4. If we are unable to answer questions during the allotted time, we will follow up individually via email.

5. When you exit today's webinar, you will see a brief survey. Please take a few moments to complete the survey.

affirmity

Introducing...

Pam Pujo
Diversity Advocate
Affirmity

Patrick McNiel, PhD
Principal Consultant
Affirmity

affirmity

Key Discussion Points

- Biases impact on employment decisions and the work environment

- Strategies to keep biases from negatively impacting employment decisions

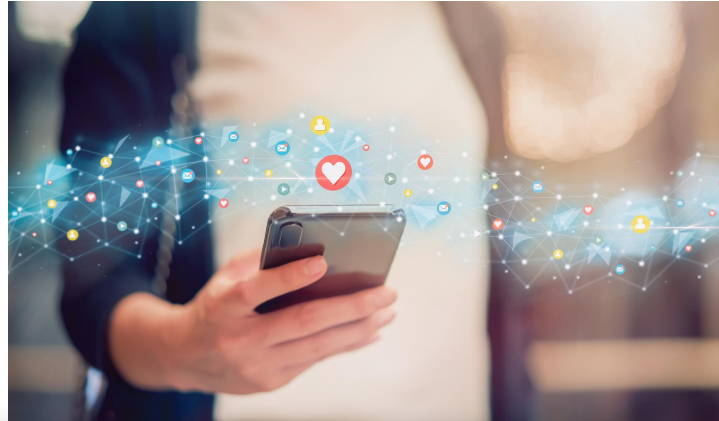- Solutions to minimize the impact of biases

affirmity

Polling Question

Does your organization incorporate methods to reduce bias in your workplace?

- ❏ Yes
- ❏ No
- ❏ Don't know

affirmity

Conscious Bias vs. Unconscious Bias
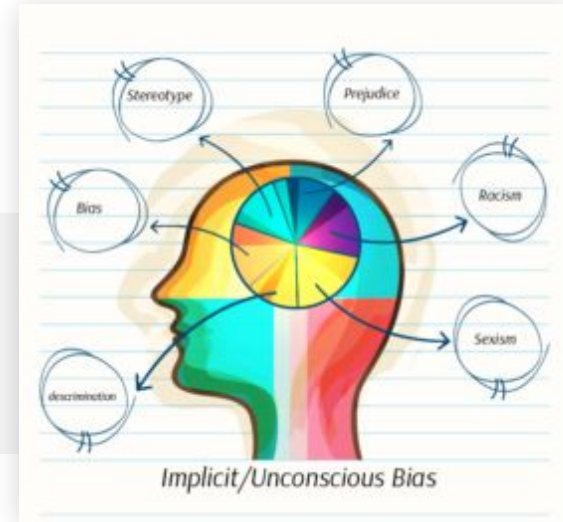
How Unconscious Bias Develops

Background and cultural environment

Social and personal experiences

Biased media representations

affirmity

7

Reduce the Chances of Biased Behaviors

Ask questions instead of making assumptions

Speak up about misunderstandings and aim to resolve disagreements

Be mindful of any strong reactions that arise

affirmity

Ways to Combat Hidden Bias

Reframe the conversation

Promote positive images

Identify programs that increase diversity

affirmity

Bias Impacts the Workplace

34% reported withholding ideas or solutions in the last 6 months

48% said they looked for a new job while at their current job during the same period

Employees working in large companies who perceive bias are nearly 3X as likely to be disengaged at work.

affirmity

Biases Can Lead to Many Problems

Choosing the wrong applicant for a hire or promotion

Misunderstanding customers or treating them poorly

Ignoring suggestions and feedback from certain employees

Causing talented employees to get frustrated and leave

Promoting unsuitable employees beyond their abilities

Not mentoring an individual with lots of potential

Giving an undeserved performance rating (too low or too high)

Compensating employees unfairly due to gender, race, disability or veteran status or other classification

Harassment or other unlawful behavior

affirmity

Review Your Work Environment and Processes
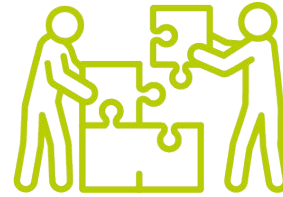
affirmity

Diversity Climate

Representation

"There are a number of prominent women at the company."

Support and Intentionality

"The company leadership is committed to facilitating diversity."

Programming and implementation

"The company has policies and procedures that fairly account for the physical and cultural needs of its diverse employees."

Group Dynamics

"People here seem to be at ease with others who have different backgrounds from their own."

affirmity

Inclusion Climate

Belonging

- "People here feel like they are an integral part of their workgroups."

Authenticity

- "People here encourage each other to present themselves the way they are."

affirmity

Using Information About the Climate for D&I

A full survey of a climate for diversity is critical to understanding where to focus D&I efforts

affirmity

Biases Active When Assigning Ratings

Performance ratings are strongly affected by biases in the people who make the ratings.

There are a number of biases that are particularly relevant to the assignment of performance ratings and all raters should be trained on how to mitigate the effects of these biases.

Affect and Liking

Halo and Horns

Central Tendency

Contrast effects

Leniency and Severity
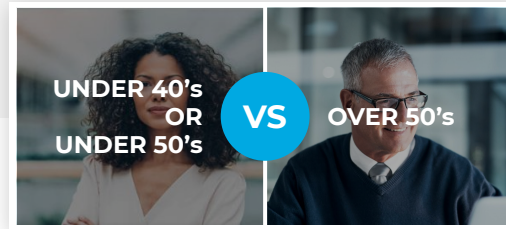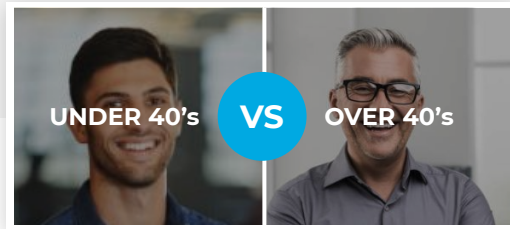
Recency

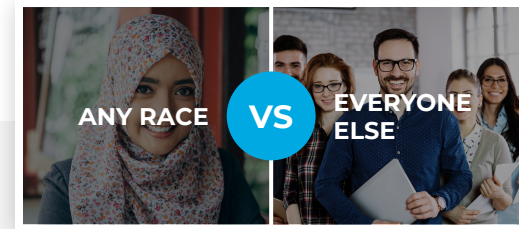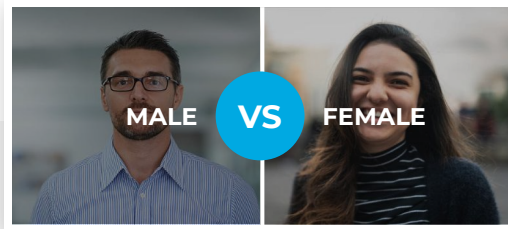Negative Event

Like Me

Stereotyping

Attractiveness

The Fundamental Attribution Error

affirmity

Assessing Bias Statistically

Before relying on performance ratings to justify employment decisions, it's good practice to determine if those ratings are showing bias with regard to protected groups:

MALE VS FEMALE

MINORITIES VS NON-MINORITIES

ANY RACE VS EVERYONE ELSE

UNDER 40's VS OVER 40's

UNDER 40's OR UNDER 50's VS OVER 50's

affirmity

Polling Question

Does your organization facilitate Unconscious Bias training? If so, is the training mandatory or voluntary?

- ❏ Yes, mandatory
- ❏ Yes, voluntary
- ❏ No, we don't offer

affirmity

Why Unconscious Bias Training?

affirmity

Questions to Answer

Ask questions to help identify your exact training needs.

affirmity

Strategy for Successful Training

Design a multi-layered curriculum

Measure results

Communicate frequently

affirmity

Measure the Effectiveness of the Training

Examine improvements in people's perceptions of the culture

Measure inclusivity and diversity

Track a decline in counterproductive work behaviors

affirmity

Avoid Training Traps

"One and done" or Check the Box

Not customized specifically for the industry or company

Not part of overall D&I strategy

Reinforces negative stereotypes

affirmity

Key Takeaways

Biases can negatively impact employment decisions and the work environment

Identify strategies to keep biases from negatively impacting employment decisions

Create a climate built upon diversity and inclusivity

Implement solutions to for behavioral changes and positive impact such as Unconscious Bias training

affirmity

Polling Question

Would you be interested in more information about Affirmity's Unconscious Bias training?

- ❏ Yes, have an Affirmity expert contact me
- ❏ No

affirmity

Any questions?

affirmity

One last thing....

- Webinar presentation & recording – Will be sent to all registrants within two business days

- Survey – Please take a few minutes to complete a survey as you exit today's webinar

- Questions or comments – If you have any questions or comments, **info@affirmity.com**

Date	Time (CDT)	Webinar Title
Sept 10	1 PM CT	Cultivating Fair Pay in the Workplace
Sept 24	1 PM CT	Strategies and Tools for Optimizing Your Affirmative Action and Diversity Programs

affirmity

affirmity

Thank You

Affirmity.com or info@affirmity.com

Twitter: @Affirmity_DI
LinkedIn: linked.com/company/Affirmity