

Webinar Discussion Questions

Why We Miss Talent: How Unconscious Bias Derails Merit

- 1) Vernā talked about the Implicit Association Test (<http://projectimplicit.org>) during her presentation.
 - a. Other than taking the IAT, what steps can we take to identify our own implicit biases?
 - b. How have your biases impacted how you work/interact with others?
 - c. What steps can you take to counter your own biases?

- 2) How do you see implicit biases manifesting in your organization? (e.g. through hiring, evaluations, promotion, mentoring, etc.) Discuss examples (but not specific names).
 - a. What can you do to counter those biases?
 - b. What are the challenges to countering those biases?
 - c. What resources are available in your organization to discuss/address these issues?

- 3) What is one thing you will do differently/one action you will take after the presentation and this discussion?



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