

WLE Webinar

Actions Speak Louder Than Words: Evidence-Based Strategies to Eliminate Bias

1. If you were going to start by tackling just one of these four areas (informal workplace interactions, hiring, performance evaluations, or access to opportunities), which would make the most sense for your team?
2. If you were to pilot a program in one of these areas with a small group, what would make the most sense? An entire department? Only invested managers?
3. How would you collect metrics to determine whether there is a problem with informal workplace interactions?
4. Did you learn any strategies that you would be interested in using with your team?
5. What challenges hold back the effectiveness of your DEI initiatives? How could you push forward to overcome some of these challenges?
6. Do you already use a rubric for hiring? If so, how do you develop the criteria for each position? If not, how could you get started?
7. Have you ever seen or received vague feedback on a performance evaluation? What was the impact on you?
8. What could you do if you notice that the same people always get asked to do the career-enhancing work?
9. What steps might your team, department, or organization take to make sure some groups aren't being overburdened with office housework?

Summary – Strategies for Individuals

1. Pick ways of interrupting bias that you feel comfortable doing
2. Craft behavioral questions before interviewing candidates
3. Use the SBI model to deliver feedback
4. Pay attention to who is getting the career-enhancing work
5. Make sure the office housework is distributed evenly

Summary – Strategies for Organizations

1. Keep metrics
2. Run effective bias trainings
3. Require rubrics for hiring
4. Structure performance evaluations to rely on evidence
5. Build a Tasking Tool for managers to track opportunity allocation
6. Consider the sustainability of initiatives