

## WLE Webinar

# To Address Structural Racism, We Need to Address Structures - Right?

1. If the following comments represent bias, which bias pattern do they represent?  
How would you go about finding out whether they represent bias?
  - *"She's really difficult to work with, and she's not a team player at all."*
  - *"Shawn hasn't done it before but, believe me, the sky is the limit for him. Let's give him a chance to show his stuff."*
  - *"John is great with the details, but I'm not really sure he has executive presence or the stomach for leadership."*
2. Why have so many diversity initiatives failed to deliver diversity despite people's good intentions?
3. A colleague just returned from maternity leave and she seems overwhelmed, but she would be great on a team that's just forming and it would be a great opportunity for her. What do you do?
4. What steps could you take to find out whether women are doing more of the office housework in your group? If you find they are, what steps could you take to level the playing field?
5. Try to identify one task that needs to be done but that is not the kind of high-profile work that leads to promotion. Then think about a way to get that task done by assigning it, in rotation, to people for whom it will be a stretch opportunity (because it will help them build their network or will help them build their skills). Share that with the group.
6. How do people get access to the kind of work that leads to promotion? Is it through networks, or through formal process? How could you improve your access to promotable tasks? How could you work to level the playing field for others?
7. Is your workplace one where coming from a college-educated family gives you a leg up? If so, what steps would help level the playing field?
8. Go through the list of 15 things any manager can do to improve inclusion, listed on the final slides. If you're a manager, choose five you will begin to do. If you are not a manager, choose five you would like your manager to do.
9. What are three things that you could do in order to be a good ally to improve inclusion at your company?
10. If you are in HR or DEI, what are some key metrics you could collect that might help persuade your department or company to take next steps in tweaking business systems to interrupt bias?