

Breaking Bias: Diversity in the Workplace

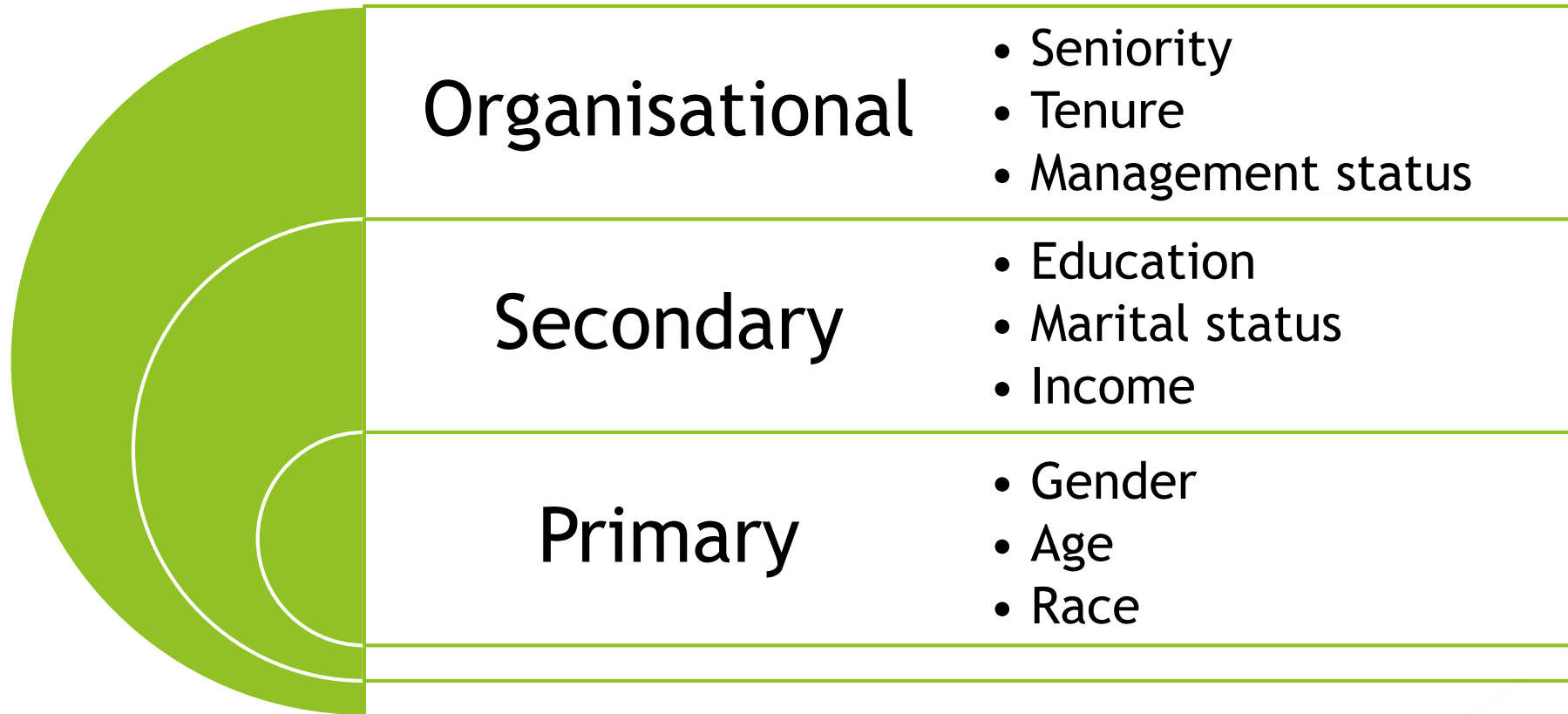
Ireland Supplier Diversity



What does diversity and inclusion mean?

- ▶ Diversity is any dimension which can be used to differentiate people from one another
- ▶ Inclusion is a state of being valued, respected and supported along with putting the right conditions in place for each person to reach his or her full potential

Layers of diversity



Why does diversity matter to businesses?

- ▶ Gender diverse companies are 15% more likely to outperform non gender diverse companies- Harvard Biz Review
- ▶ Teams where men and women are more equal earn 41% more revenue- MIT
- ▶ Adding women to all-male teams increases group intelligence, which accounts for 40% of performance- Woolley et al
- ▶ Firms with females in the C-suite generated \$44 million more- Deszo & Ross

What does Bias mean?

Bias

Prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

“there was evidence of bias against/for foreign applicants”

Bias is exhibited in actions, behaviors, tendencies, and habits.

What is unconscious bias?

Unconscious bias is:

accidental, unintended, subtle and completely unconscious choices made by everyone, all the time.

If you have a brain, you are biased!

Common biases



Similarity Bias

We prefer people who are like or similar to us

Availability Bias

Relying on knowledge that's easy to access or available to us
Closeness is better than distance (in both space and time)

Safety Bias

Risk is stronger than reward

Experience Bias

Your perception of the world is accurate.
Identifying blind spots in others but not in ourselves

Practical ways to mitigate biases

Similarity Bias

Create shared goals across groups of people

Remove distinguishing features from people decision making

Availability Bias

Decide as if the people/resources are closer

Decide as if the benefits are yielded sooner

Safety Bias

Imagine you are deciding for someone else

Get someone else to make the decision

Experience Bias

Take another perspective

Revisit the idea after taking a break

And remember..

- ▶ Make If-Then plans
- ▶ Put processes in place to make decisions
- ▶ Remove biases from processes

Reference

https://neuroleadership.com/wp-content/uploads/2015/03/Breaking-Workplace-Bias-at-its-Source_Rock_17Mar15.pdf