

Unconscious Bias

Tips for Inclusion

Diversity in itself does not create inclusion — an inclusive environment must be intentionally designed, nurtured and supported.

How can YOU accelerate Inclusion through UB in the Workplace?



Champion diverse perspectives

- When seeking out talent: Look up. Look down. Look deep. Look often.
- Innovation requires integrating ideas — combining option A and option B, even if they once seemed mutually exclusive — to create a new and better option.

You can do this by:

- Creative abrasion: The ability to generate ideas through discourse and debate
- Creative agility: The ability to test and experiment through quick pursuit, reflection, and adjustment
- Creative resolution: The ability to make decisions that combine disparate and sometimes even opposing ideas



Keep learning

- Test yourself with an [Implicit Association Test \(IAT\)](#). These 100% confidential tests are a great way to identify what unconscious bias you may have

Ask yourself

- Who do I tap for the lead role? Do I have the same go-to people all or most of the time?
- Who do I take to important client or cross-team meetings?

Tips on mitigating UB:

- Understand and accept that you have bias – we all do.

Take the time to explore discomfort and address it with some candid conversations about inclusion.

- When in doubt, ask for input when making decisions.
- Challenge yourself if you have the same list of “go-to” people for projects, initiatives.

Continue to ask yourself:

- What are MY blind spots and my unconscious biases?
- When meeting new people/partners or conducting interviews, pause and ask yourself about initial judgements or feelings.
- How can you deliberately address those initial reactions? For example, ask for others opinions on candidates.

Be self-aware!



Questions to ask yourself:

- When I say a candidate is not the right fit, what do you mean? Pay attention every time you hesitate to recommend someone for a job or a stretch assignment because you think others won't support the idea — the people that don't quite “fit” might be exactly the right people to add needed diverse perspectives.
- What does my slate of candidates look like? Do I speak up if it is not sufficiently diverse?
- Am I creating opportunities for those less extroverted to demonstrate their capabilities equally?



**Diversity
works here.**