



Challenging Bias

Bias is an inclination toward or away from. Systemically, bias manifests through processes that appear neutral in theory but favour some over others in practice. Individually, bias manifests through deep-rooted feelings and assumptions that inform thoughts, behaviours, and practices. While often unconscious, bias can also, however, be *unexamined* – a reflection of a conscious *unwillingness* to acknowledge and challenge what one knows to be a deeply held preference or discomfort.

Anti-Bias Activator



1 Check Yourself

Decision-Making: How I define who is capable, approachable, committed, qualified, a 'fit'

Language: When I use "ambitious vs pushy"; "slow vs thoughtful"; "aggressive vs "assertive"

Comfort-Zone: Who I feel most comfortable with and why

Discussion Question

How could my/our unexamined biases be producing these outcomes? What one action can I/we take towards a more inclusive people management practice?

2 Check Your Filter

Work Responsibilities: Who I entrust with growth/stretch opportunities

Forgiveness: Who gets the benefit of the doubt and who gets "the rules"

Assessments: Formal vs informal performance management practices

Discussion Question

How could my/our unexamined biases be producing these outcomes? What one action can I/we take towards a more inclusive people management practice?

Anti-Bias Activator



3 Check the Status Quo

Mentoring: Who gets the information, exposure and connections that grow their career

Culture: Who must 'code switch' and vs whose realities your culture reflects

Emotional Labour: Who does the emotional labor of pushing for change

Discussion Question

How could my/our unexamined biases be producing these outcomes? What one action can I/we take towards a more inclusive people management practice?

4 Check in with The Other

Experience: How people experience you vs what you intend

Workplace Narrative: Whose 'story' your department reflects and who is left out

Relationships: Who feels enabled by the status quo and who feels left out

Discussion Question

How could my/our unexamined biases be producing these outcomes? What one action can I/we take towards a more inclusive people management practice?