What You Can Do

Learn more

☐ Quick and easy | Take another IAT test.
☐ Dive a bit deeper | Read articles from the resource list you’ll receive after this class. | Read Blindspot: Hidden Biases of Good People by Mahzarin R. Banaji and Anthony G. Greenwald (2013).

Become increasingly aware of your own (and others’) biases or blind spots

☐ Name it | Take a mental note of your first impression/reaction the next time you meet someone.
☐ Notice it | Note examples of language and images used in movies and TV programs that either reinforce stereotypes and/or perpetuate unconscious bias toward certain groups.
☐ Point it out | When you observe bias in words and behaviors judiciously, point them out.

Build a company that acknowledges bias

☐ Empower everyone to call out unconscious bias by calling it out yourself.
☐ Actively solicit input from people and say “thank you” when bias is noted.
☐ Apologize when you get it wrong.

Structure decision making with clear criteria

☐ Set clear performance-related hiring criteria before the selection process begins.
☐ Develop interview scripts with consistent questions for all job candidates.
☐ Stop and think before making people decisions to mitigate the impact of stressful situations

Run teams for full participation and fair credit

☐ Develop a practice in meetings for signaling interruptions.
☐ Ask your teammates for their preferred communication styles
☐ Share agenda prior to meeting to give introverted teammates time to consider their responses.
☐ Rotate team “housework” such as setting agendas, taking notes, event planning, etc.

Push back on the likeability penalty

☐ Vouch for the competence or accomplishments of others, regardless of your position.
☐ Encourage team members to speak up when credit is not given to the right person.
☐ Ask individual team members to keep track of their roles and contributions on each project.
☐ Seek out the advice or opinion from those whom you don’t typically get and discuss feedback.

Manage parental leave

☐ Set up conversations with future parents—especially mothers—to design their transitions:
  • Before | “What would you like to accomplish in the remaining months before your leave?”
  • During | “How (if at all) would you like to stay connected with the team while on leave?”
  • After | “What does ramp-up look like when you return?”
Encourage men—and women—to take their parental leave.