

**Friday, November 5, 2021
10:30 AM – 11:45 AM**

Seminar 17

Bias Busters – Changing Our Unconscious Bias Behaviors in the Workplace

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- I. Introduction
- II. What Is The Impact On The Workplace?
- III. What Is Unconscious Bias?
- IV. How Can We Tell When We Have An Unconscious Bias?
- V. What Does The Research Say?
- VI. How Can We Change Our Behaviors?
- VII. What Could We Say?
 - Assume Good Intent/Explain Impact
 - Ask A Question
 - Interrupt and redirect
 - Reveal the contradiction
 - Support
 - Humor
- VIII. What Personal Action Plan Can And Should We Make?
- IX. What Are Bias Busters?
 - How do we post the job?
 - How should we handle resumes?
 - How do we conduct interviews?
 - How do we handle meetings, sponsorship, mentoring and skills development?
 - How do we handle performance reviews?
 - How do we communicate about compensation?
 - How do we make a diverse person feel they are in the "in group"?
- IX. Conclusion.