

**MARCH 11, 2021** 

#### Debiasing Roundtable

How to Eliminate Bias





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#### Implicit Bias

A Brief Refresher on Bias and Its Origins

#### Implicit Bias

- Implicit Biases vs.
   Explicit Biases
- Examples
- Implications
- Microaggressions

The good news is:



# Motivation to be fair makes a difference.

**KANG PRIMER** 

# Debiasing Defined



- Process
- To reduce the influence of cognitive biases
- Helping people think in a more rational, optimal way

#### **Debiasing**

EDUCATION

- Awareness
- Mindfulness

**EXPOSURE** 

- Contact
- Positive exemplars
- Environment

**APPROACH** 

- Higher level processing, e.g., writing
- Reduced cognitive load
- Checklists
- Procedural / organizational changes

### **Debiasing Process**

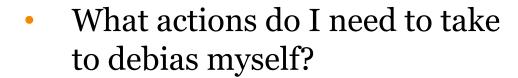
- 1. Awareness
- 2. Decision
- 3. Analysis
- 4. Planning
- 5. Action
- 6. Ongoing Assessment

## 1. Awareness

- When has bias already been triggered?
- How has bias affected you?Your decision-making?
- What biases are/have been apparent to your colleagues, but not apparent to you?



### 2. Decision



- As a leader, what action do I need to take to debias my teams?
- What actions do I/we need to STOP taking?



# 3. Analysis

- How do I/we thoughtfully react to instances where bias may creep into the myriad day-today interactions, decisions, assumptions and reactions each day?
- How do we more thoughtfully process and interrogate both structural and interpersonal drivers of bias in our midst?



Why, where, what and how is bias and the errant decision-making it causes likely to occur?

# 4. Planning

- How do we proactively and pre-emptively address implicit bias?
- What must be done to prepare our culture for a "see something, say something" mindset?
- How do we shift to spend more effort and energy in inherently avoiding bias rather than reacting to it?



### 5. Action

- What processes, procedures, cultural change, accountabilities must be put in place to root out, call out and remediate bias?
- What must we stop doing?
- What role do leaders play in setting appropriate "tone at the top"?



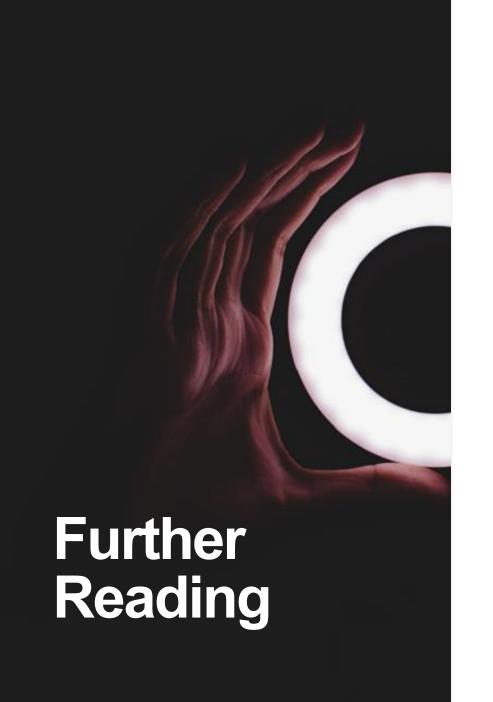
#### 6. Assessment (ongoing)

- How do we drive sustainable, meaningful change acknowledging that biases will always be with us?
- How do we create tools, early-warning systems and diagnostics to maintain vigilance?
- What ongoing modifications need to be made to account for changes in our organizations, leadership changes?
- Since subjectivity in some form will always be a part of decision-making, how do we continuously "stress test" our systems for unseen bias?

#### Key Takeaways

- Biases are deviation from rationality.
- Debiasing is not an event, it is a process.
- Debiasing is a practice (think yoga).
- To understand how to root out bias, we have to consider its origins and the cultural antecedents of our biases.
- As leaders, we set the tone.





effectiviology.com

#### Debiasing:

How to Reduce Cognitive Bias in Yourself and Others

**READ ARTICLE >>** 

**THANK YOU** 

### Questions?