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Debiasing Roundtable

How to Eliminate Bias

SHOOK
HARDY & BACON



Booz | Allen | Hamilton



With enormous respect for their work, and gratitude for their generosity in letting us incorporate and build from their materials, these materials follow the approach of ABA CRIMINAL JUSTICE SECTION ET AL., BUILDING COMMUNITY TRUST: IMPROVING CROSS-CULTURAL COMMUNICATION IN THE CRIMINAL JUSTICE SYSTEM.



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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



- What actions do I need to take to debias myself?
- 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-to-day 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.



Further
Reading

effectiviology.com

Debiasing:

How to Reduce Cognitive
Bias in Yourself and Others

[READ ARTICLE >>](#)

THANK YOU

Questions?