



Diversity in the Workplace

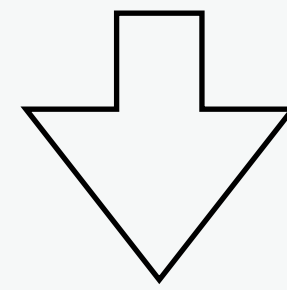
What Leaders Need to Know



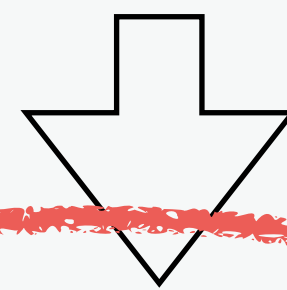
creative + *talent* + partners

why diversity matters

innovation



creative thinkers

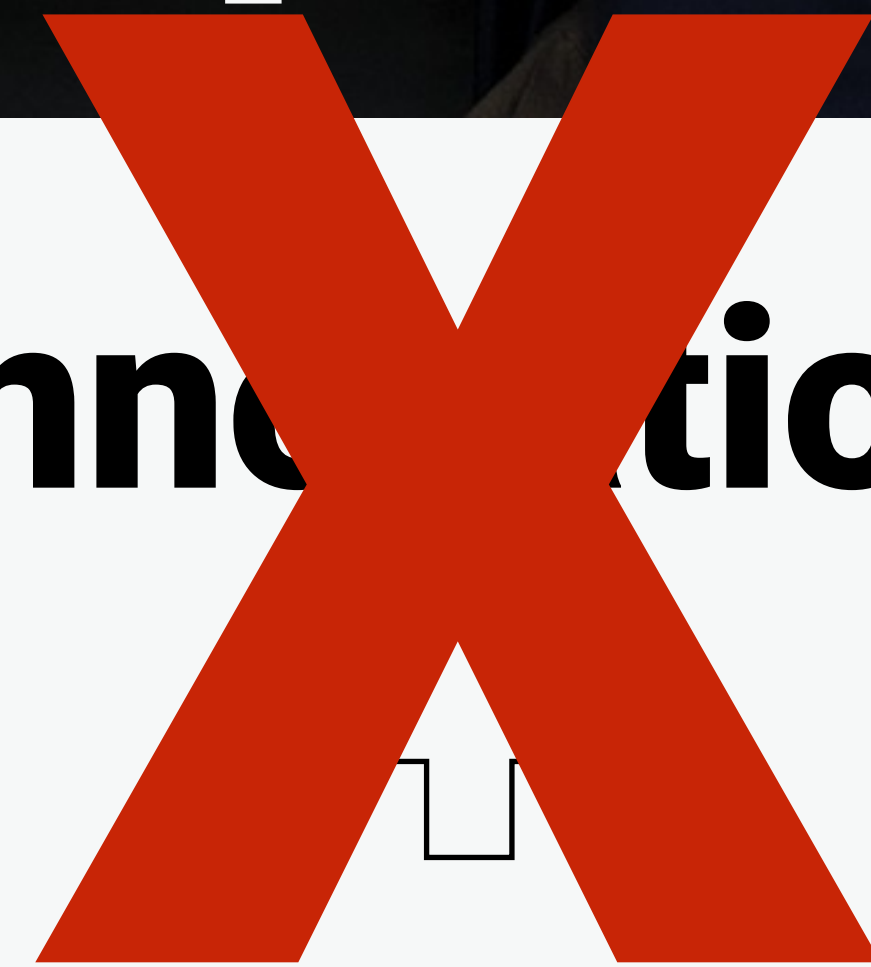


hire diverse talent

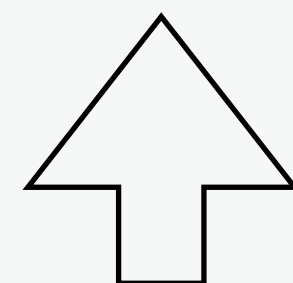


how bias impacts diversity

innovation



creative thinkers



hire diverse talent

meeting protocol
who's heard vs unheard
employee development
opportunities for women

resume review
candidate selection
interview questions
old school thinking

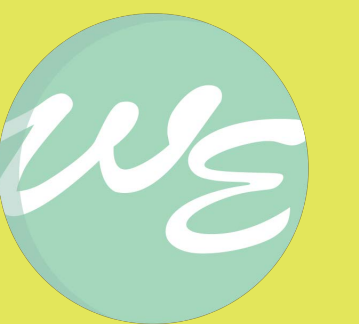


FALSE!
ducks lay eggs



Asians are... smart

Millennials are... entitled



it starts with a story



creative + *talent* + partners 

reflective *(conscious)* **automatic** *(unconscious)*





creative + *talent* + partners

Breakout - w/a partner

Share a personal experience you've had
with stereotype, bias or misperception.



we get stuck in a belief



creative + ***talent*** + partners 



creative + *talent* + partners

Breakout - w/a partner

How is your company currently raising employee awareness around the topics of bias, diversity and inclusion?





goal #1: curate diverse voices
...and let them be heard



creative + *talent* + partners 



goal #2: raise common awareness



A black microphone on a stand is positioned in the center of the frame. The background is a blurred stage with several bright, circular stage lights. The text "goal #3: be a role model" is overlaid in a large, bold, black font.

goal #3: be a role model



common biases

Affinity Bias: The tendency to like people like ourselves

Task Bias: Associating certain jobs with certain people

Recency Bias: We remember what's happened last

Bandwagon Effect: Doing what everyone else is doing

Loudmouth Effect: Only who's loudest is heard



Breakout - half the table

Discuss what less biased behavior
and leading by example could mean
for you/your company.



next steps to override bias

Talk About It

Get to Know People

Increase Accountability

Create Structures





next steps to override bias

Talk About It

Get to Know People

Increase Accountability

Create Structures

Stop and Think



A large grid of translucent, frog-like figures arranged in rows and columns. Each figure has a light beige body with darker, brownish-grey spots on its back and legs. The figures are set against a dark blue background. In the center of the grid, there is a small cluster of three red, frog-like figures, which stand out from the rest of the beige ones.

some



creative + *talent* + partners 

Thank You, CECILIA GORMAN