

# 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.