



UNBIAS™

Moving Beyond Talk



Welcome Message

Session Reminder

Take this time to disconnect.

A portrait of Stacey Gordon, a Black woman with short, curly dark hair, smiling and wearing large hoop earrings and a dark cardigan over a dark top. Her arms are crossed. A thin white line extends from the bottom left of her head towards the text 'Stacey Gordon'.

Stacey Gordon

Founder, CEO

- Chief Diversity Strategist
- Forbes Contributor
- Fast Company Contributor
- Pepperdine University Top 40 Over 40 Leader
- LinkedIn Learning Author – views over 1 million

About Rework Work



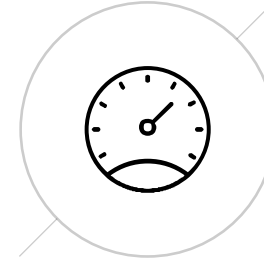
Our Mission

To make a difference for all.




Our Vision

To make all the difference in the world.



Our Execution


Move leaders from awareness to advocacy.



01

ACTION

How do we move from awareness to implementing actionable strategies?



02

AUTHENTICITY

How do you authentically tackle the tough conversations?



03

INCLUSION


How can you positively impact your workplace as an inclusive leader?



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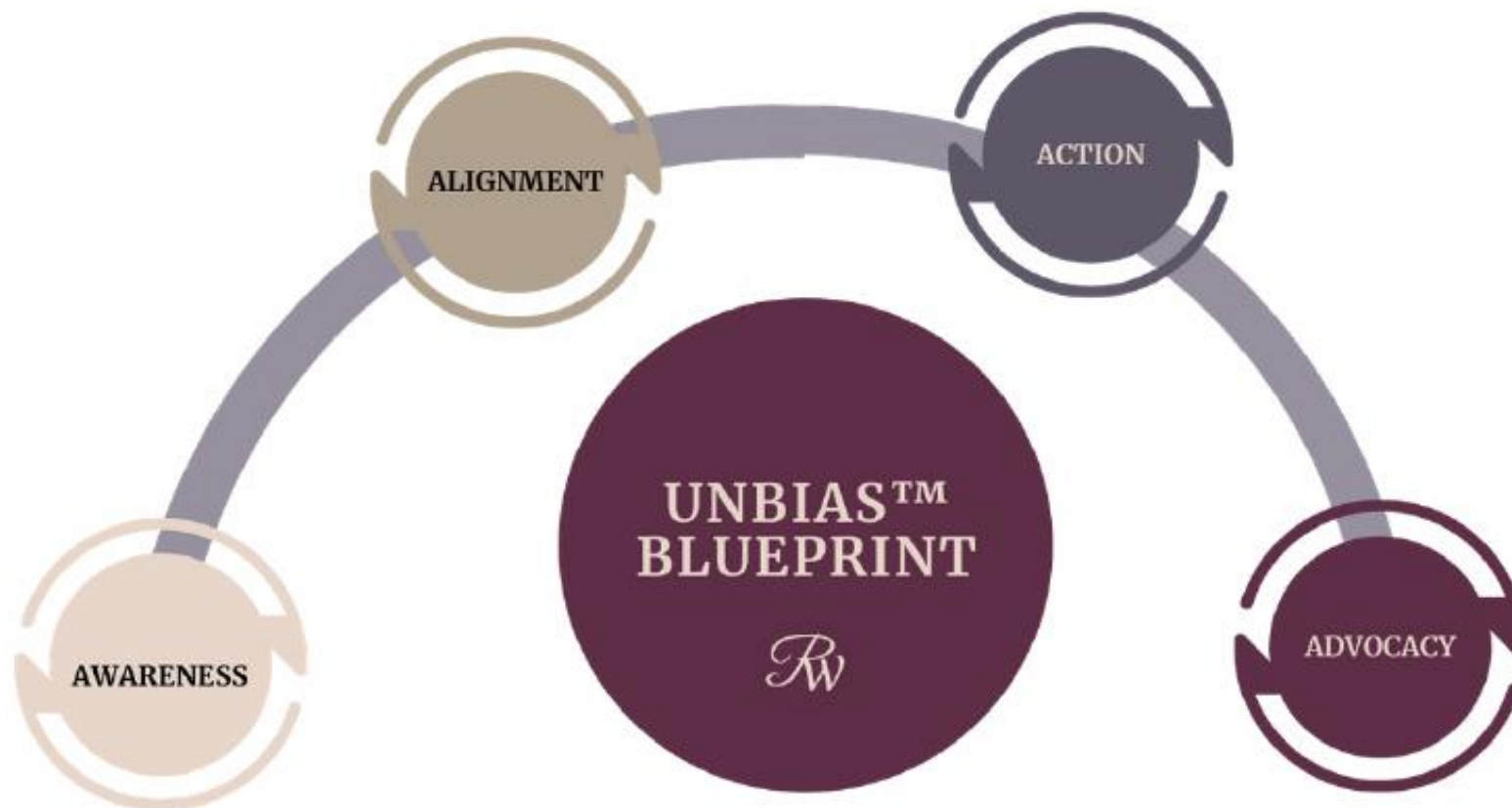
What's The Problem



We see the world through our own eyes

- We don't understand race, it's origin and how it impacts our world view; yet our actions stem from that world view.
- We aren't equipped to discuss race, sex or politics – all of which are the current causes of strife at work.
- We only believe what our eyes tell us, yet our field of view is extremely narrow.
- We discount the experience of others because we haven't experienced it ourselves.
- We are hesitant to believe people can act one way while believing the opposite.

Moving from Awareness to Advocacy



Key Terms

01

Implicit Bias

Attitudes or stereotypes that we are unaware of that affect our views, our actions and our decision-making ability.

02

Inclusion

Promoting an environment where all people are welcomed and treated with respect, feel integrated and are given equal access to opportunities and feel safe to contribute their ideas and concerns.

03

Diversity

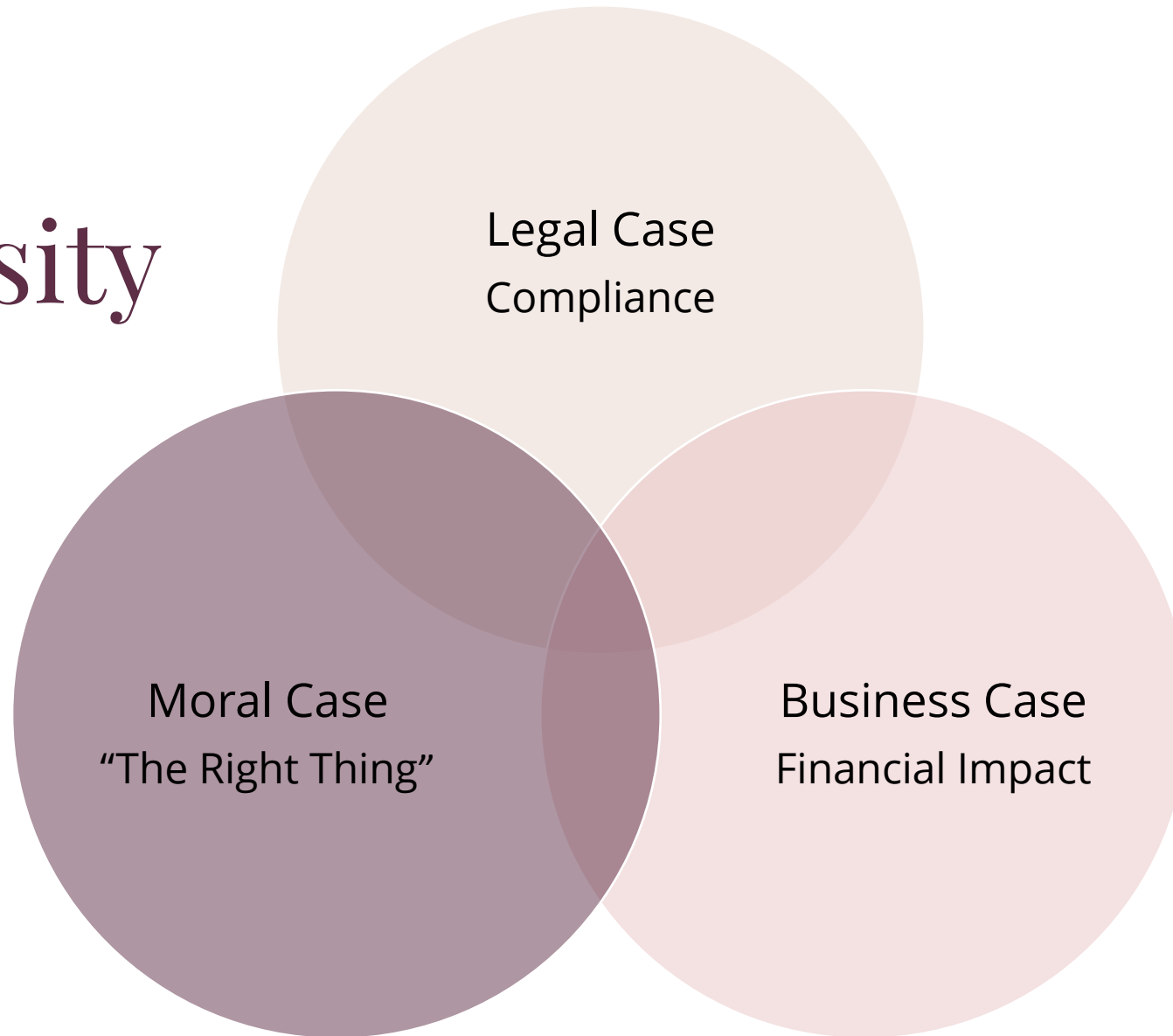
A range of people with various racial, ethnic, socioeconomic and cultural backgrounds, various lifestyles, experiences and interests.


04

Belonging

Feeling like an “insider” instead of an “outsider” at an activity, event, workplace or school.

The Case for Diversity





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Three Taboos



Sex



Religion



Politics

Is Being “Not Racist” Enough?

I treat everyone the same. I don't see color. There's only one race, the human race.

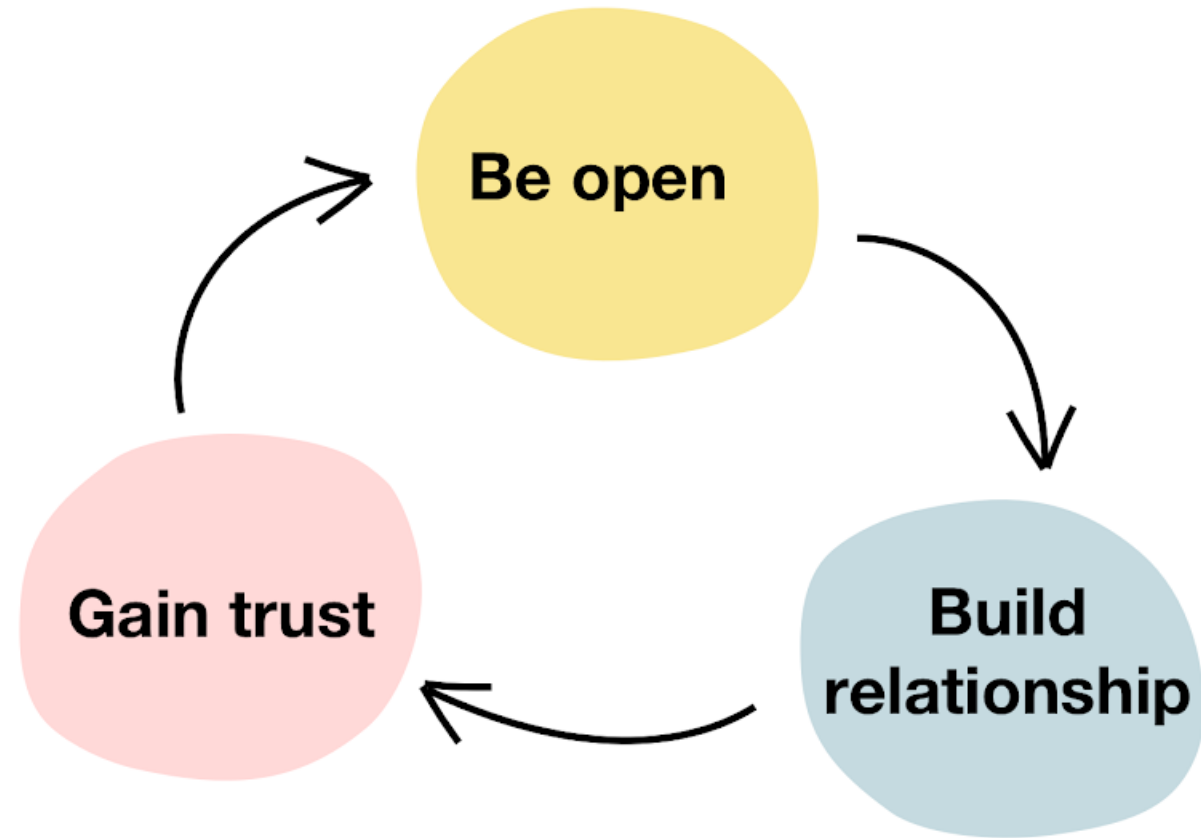
I'm nice to everyone. I have diverse friends and colleagues that I respect.

I support the push for equality, but I don't understand why people are protesting in public in such a disruptive way.

I understand the need for equality, but I'm worried about being vocal about controversial subjects at work.


I believe that if you work hard, you can accomplish anything. I think life is what you make it.

I'm not racist. I have Black friends.



Gaining trust


Vollebregt, Mark, "Why Psychological Safety Is Essential For Your Team's Success," *Medium*, June 5, 2018, <https://medium.com/@marcvollebregt/why-psychological-safety-is-essential-for-your-teams-success-fa9d43903a39>



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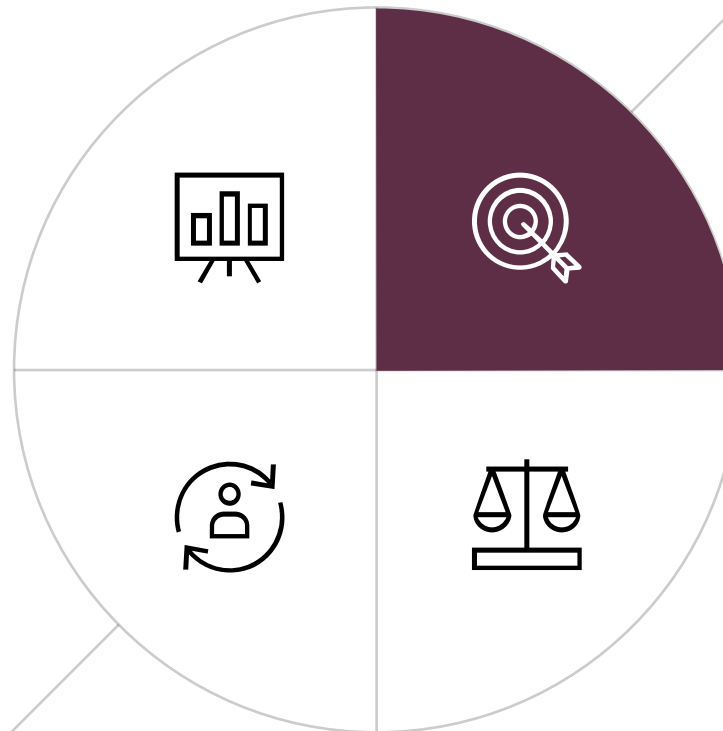
Elements of an inclusive workplace

Sense of psychological safety

A shared belief that the community is safe for interpersonal risk taking, going beyond trust and establish a level of confidence that there is no threat for someone for speaking up

Viewpoints are heard

Members of a team are actively listened to in meetings. Viewpoints are shared without judgment. Conflicting views are seen as positive, rather than negative. .



Risk taking is welcomed

Innovation, collaboration, and project development thrives when individuals are encouraged voice their ideas and questions.

Communication is key

With different backgrounds, comes different communication styles. Inclusive workplaces work to enhance intercultural communication and have an embedded culture of responsibility to meet each other where they are.



Address Bias in Leadership

- Prior to the start of the selection process, set clear criteria that is directly related to the performance of the job
- Set objective standards in advance for evaluating performance and assigning projects; make these transparent with teammates
- Stop & Think | Check yourself before making a people-decision when you're in stressful situations or under tight deadlines
- Encourage accountability by all team members to explain decision-making with hiring, evaluations, peer reviews, promotions or any other kind of decision-making about people.



Inclusion

A sense of belonging; feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so you may do your best work.

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

WE STAND HERE WITH YOU
YOU ARE SAFE HERE

Unconscious Bias

At Work

Recognize the negative effects of bias within your organization, as well as the benefits to be realized by uncovering bias in decision-making processes.

<https://www.linkedin.com/learning/unconscious-bias/>

Earn PDU's through **Project Management Institute (PMI)®**
and CPE's through **National Association of State Boards of
Accountancy (NASBA)**



Unconscious Bias

The attitudes or stereotypes that affect our views, actions, and decisions.





QUESTIONS?

THANK YOU

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