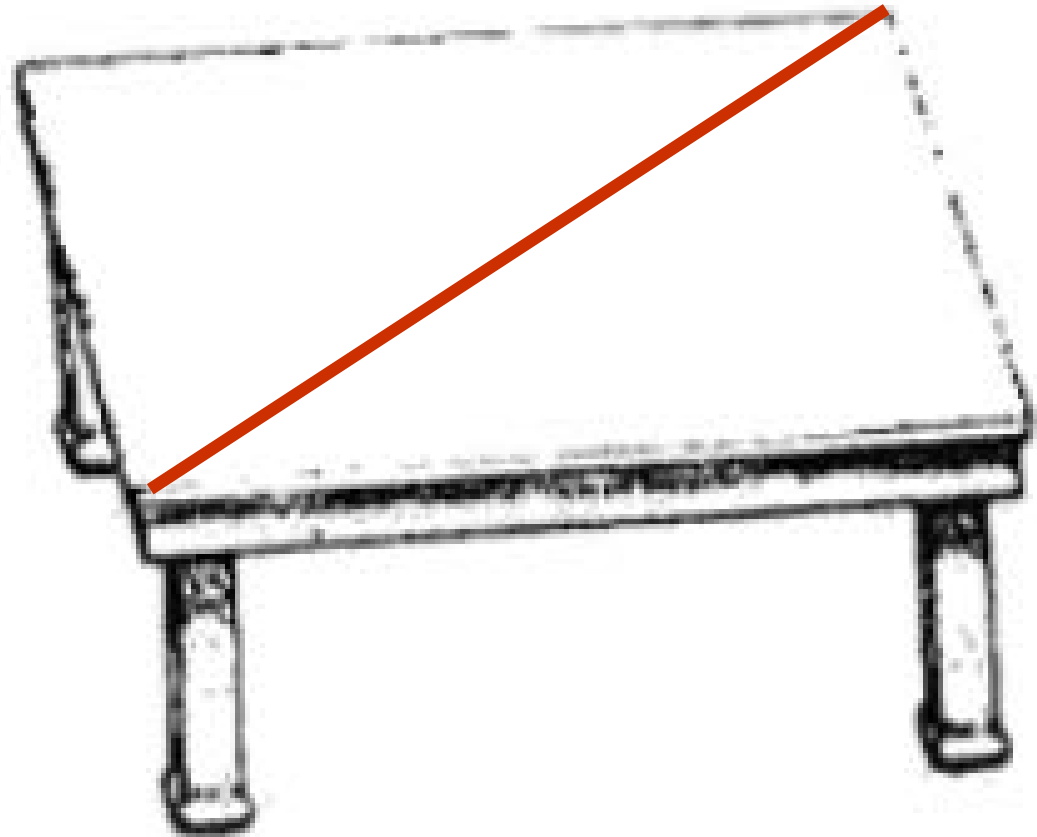
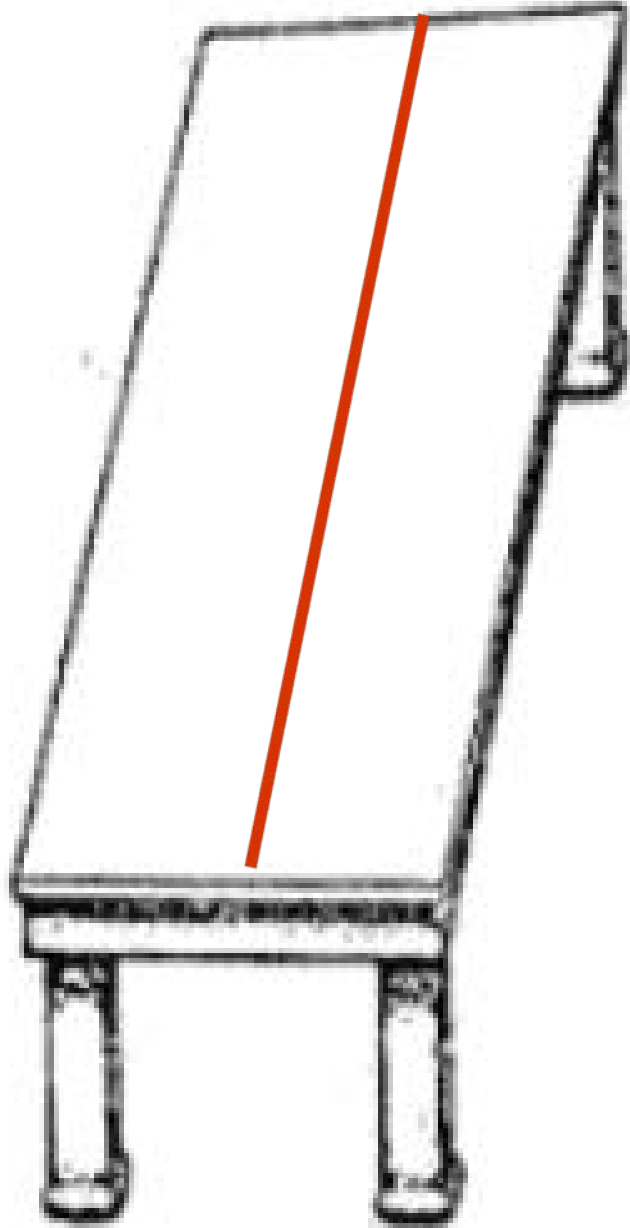


# Moving Beyond Implicit Bias in the Workplace: Supporting our goals with intentional decision making

## **15 MINUTES in Focus**

to accelerate innovation and growth through strategic management



**WHICH TABLE IS BIGGER?**

# A Learning Community

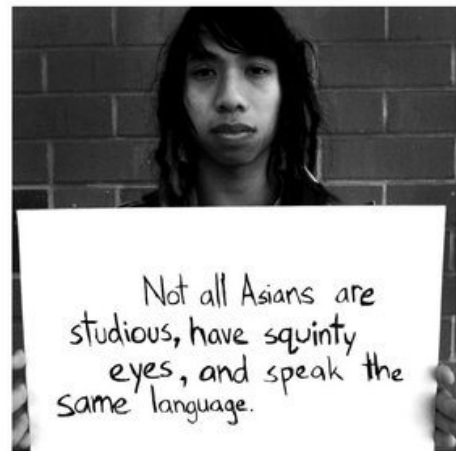
We are Focusing on Improving our Diversity and Inclusion Practices

**Diversity**

**Inclusion**

- Identify evidence-based strategies
- Learn from case study examples
- Access available resources





What  
unconscious  
biases are  
affecting our  
diversity and  
inclusion?

Image by [Notes from an Aspiring Humanitarian](#)




# Elements of Unconscious Bias in the Workplace



Community



Fairness



Control



values



Reward



workload

# Best Practice: Uncover the Unconscious



*Are we willing  
to...*

recognize, dissect  
and  
address

# In Focus: Success Story



# Poll Question

What does your agency do well?

- Community
- Control
- Reward
- Fairness
- Values
- Workload

What does your agency need help with?

- Community
- Control
- Reward
- Fairness
- Values
- Workload



# Try it!



- ✓ Submit a request for capacity building assistance
- ✓ Review diversity and inclusion in a staff meeting
- ✓ Examine your current recruitment and hiring policies with HR Director
- ✓ Access free training resources on CISP website
- ✓ Join the HO2020 Learning Group
- ✓ Let us highlight your success story in a future presentation

# Be Mindful...and keep the conversation going

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