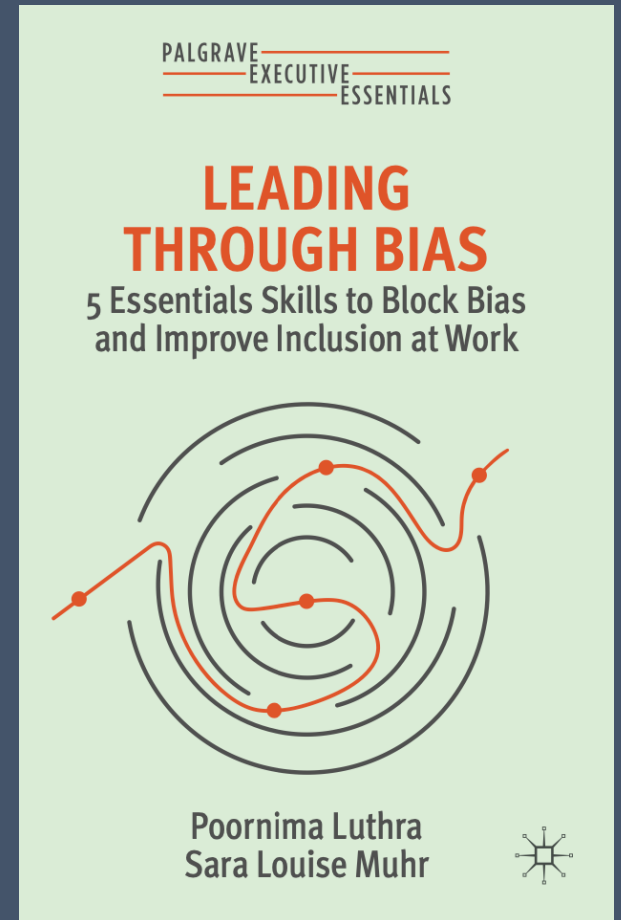


Diversity, Bias & Everyday Inclusion

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Agenda

- Diversity, Inclusion & Equity
- Gender & Intersectionality
- Types of Bias
- Everyday Inclusion

Diversity & Inclusion



What is diversity?



What is inclusion?

Feeling of uniqueness

Differentiation

Inclusion

Exclusion

Assimilation

Feeling of belongingness



When working with and for equity, the starting point is recognition of the existence of individual, collective and structural bias in society and in our workplaces.

The 'Isms'



Gender and sexism

- Women are consistently evaluated lower than men
- Female leaders are judged to be less likeable and not as good a parent as male leaders
- Women consistently receive shorter and less praiseworthy letters of recommendations
- Mothers are less likely to be hired, whereas fathers are more likely to be hired
- Men experience bullying and harassment if they choose an active caretaker role, more flexibility or a caretaker profession (nurse or stay-at-home dad)

Race & Racism

- Teachers in primary schools expect less of pupils with dark skin and dark hair
- People with an ethnic minority background have to send more than 50 % more applications to get to a job interview
- For women with head scarf, it is 60 %
- Black service providers (in the US) are required to exert higher levels of emotional labour to receive the same customer evaluations compared to their white peers
- Non-western immigrant men with higher education (from Denmark) experience a significantly higher pay gap compared to their female peers

A few other dimensions...

- 40% of LGBTQ employees are not out at work
- Introverts are associated with less competence compared to extroverts
- People above 55 are assumed not to care about career development
- Adding elite sports to a CV like tennis and golf gives an advantage
- People with a history of illness (e.g., cancer) are judged to be less competent
- People with a history of stress are judged to be more lazy
- People with Autism or ADHD are assumed to be ruder or more difficult to work with

Bias



Bias

- **Explicit bias:** The views and opinions that we are *consciously aware* of – and believe are true.
- **Unconscious (implicit) bias:** Those views and opinions that we *may not be aware of*. They are *automatically triggered* when we encounter different people or situations.

Similarity bias:

We have a tendency to like people who are similar to ourselves or people we like

Confirmation bias:

The tendency to process information by looking for, or interpreting, information that is consistent with one's existing beliefs

Intuition bias:

A person is judged based on one's 6th sense or gut feeling



Proximity bias:

We prefer things and people who are closer in time and space compared to what is further away

Focus bias:

We focus on one bad quality about a person and let it overshadow other qualities

Superficial evaluation:

The merits of a person is influenced by superficial / bodily markers such as looks, clothes, height, body weight, accent, tattoos etc.

Expectation bias:

A recruiter's expectations can be higher (or lower) to a specific candidate, which results in superficial background check

Bias awareness
training doesn't work!



Everyday Inclusion



Inclusive behaviours

Inclusive Mindset:

- How diverse is your network inner circle?
- Seek advice from people you normally don't ask for advice – possibly people you know will disagree with you
- Call out bias and everyday discrimination, in a respectful way. Don't be a bystander
- Prepare how you will respond respectfully when people catch you in biased behaviour (this often happens when you least expect it)
- Practice active listening – give some of yourself, but don't make a conversation about you!
- Be an active sponsor, not just a mentor for someone different from yourself

Inclusive behaviours

Inclusive Culture:

- Change the seating at meetings / lunch
- Change the order in which people speak
- Write before talking to reduce group conformity
- Call out stolen ideas, respectfully. “Yes, I also liked Maya’s point, and I’m glad you did too”
- Call out interruptions, respectfully. “I really liked Mark’s point, I’d like to hear the rest of it”
- Invite people to the conversation: “Julie, you have experience with this—what are we missing? Do you have anything to add?”
- Check in on your more quiet team-members (or colleagues) before a meeting

Thank you for your attention

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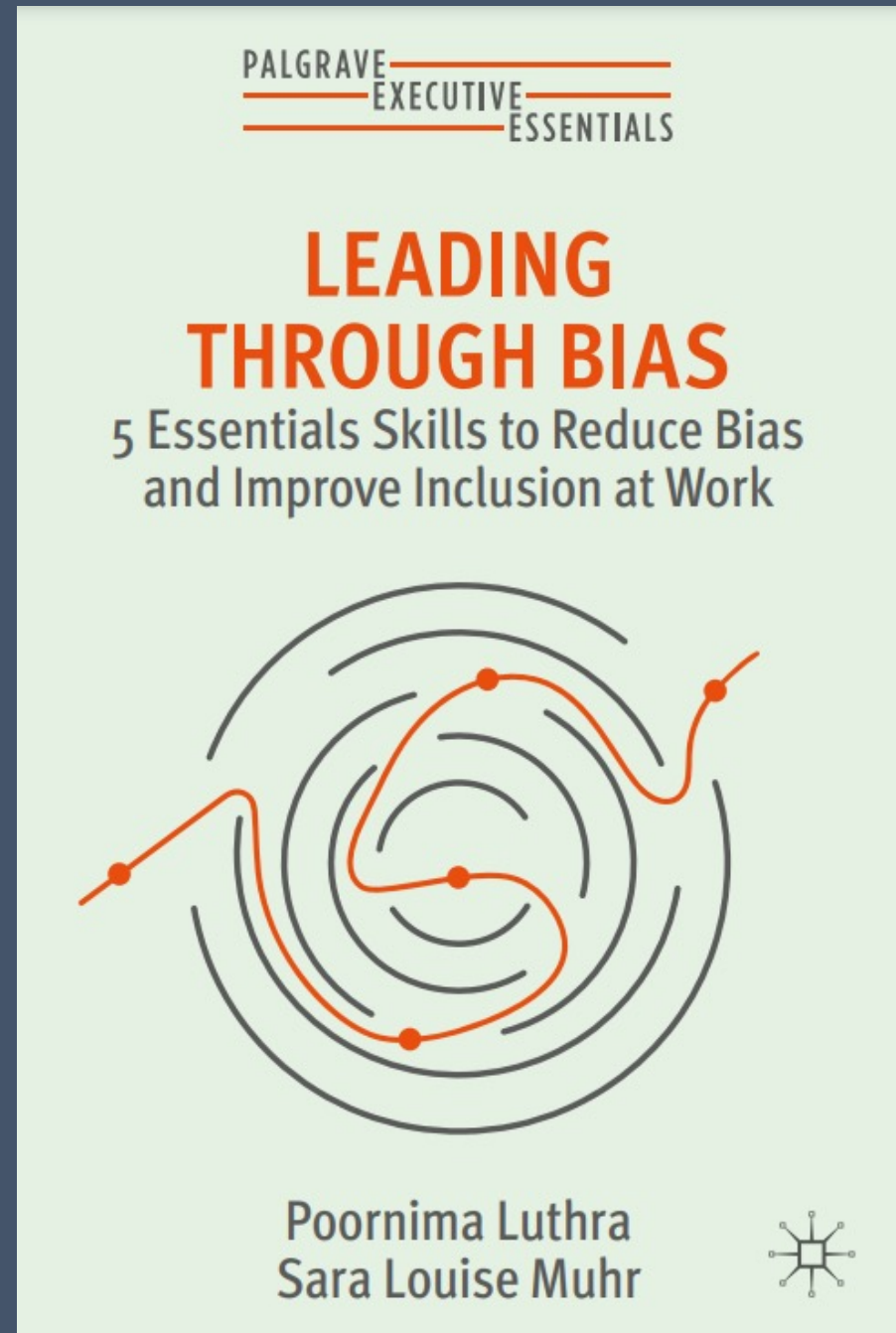
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Books in Danish



IAT test

- The official test: <https://implicit.harvard.edu/implicit/selectatest.html>
- The app: <https://itunes.apple.com/us/app/implicit-association-test/id775872487?mt=8>