

3rd WePOWER Conference - Session 4 - Technical Session on Unconscious Bias and PMS 11-30.pptx

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Poll results

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What ideas come to mind when you hear the word "bias"?

085



What bias is more prevalent in your organization/company?

096

Affinity bias



Conformity bias



Experience bias



Attribution bias



Recency/distance bias



A few learning points for me were...

(1/12)

0 8 7

- Our male bosses should stop suppressing us
- Men should have emotions
- I will check my biases
- Be supportive to yr female co-workers
- Empower women's role in the workplace
- Women/girls also need to be respectful and supportive to each other to have an equitable environment
- Let both working men and women belonging from same family have equal child care leave
- Women, future leader
- Unequal judgement of potential
- Interactive workshops with both genders
- Allow husband to take care of your child
- Abusive supervision
- Don't be more sympathetic
- Design leadership parameters incorporating women's traits not just men's
- Change HR policies especially towards women
- Put less pressure on ourselves (women)

A few learning points for me were...

(2/12)

087

- Women are not emotional
- Let's create an environment of Women leaders
- Men should be given trainings to change their attitude towards women
- Enhance woman quotas in job
- Introduce child care leave for men in India.
- I have experienced that when women are assertive they are judged as negative and when men do the same they are defined as bold. Enough is enough.
- Learn to identify biases across the organisation and try to avoid them
- Abusive supervision
- Parental leave for man
- Upgrade information
- It's not an HR issue but everyone
- Let's help others to come out of their perception
- If you are a woman double the effort
- Reframe the conversation to showcase positives by understanding bias and using for advantage
- Need to develop more

A few learning points for me were...

(3/12)

0 8 7

- policies for women
- Put a man in a woman's shoe
- Make experience the best teacher
- Work Environment is so much friendly for men and we always had to do three times effort than a man to prove our potential and we all know it
- Women need to justify more for same role
- There should be woman representatives in company board
- Upgrade yourself with information
- Favoritism
- Control micro emotions
- Understand the capability to do such jobs specially heavy and hard jobs
- Incorporate equity in the company values
- We are equal and unique based on our skills.. not on basis to whom we know.
- Treat others like you would treat yourself
- Taking bias test before joining award boards and editorial boards of journals

A few learning points for me were...

(4/12)

0 8 7

- Review HR policies for the good of all.
- When it comes to think about one leader . surprising to have high percentage of men as leader !!!!!
- Females have also to change themselves and become more assertive
- Enhance women's quota in jobs
- Gender equality pays off for companies
- If somebody points out your unconscious bias accept it
- Statistics matters
- Men employees should be sensitized towards unconscious bias.
- Let's not believe our perception always
- Have confidence in yourself and move on
- Engage men to empower weman
- Take a break and analyze the work environment
- Be a proud mom
- Need more representation of women leaders
- Continuos study is needed to minimize the biasing tendency
- Together we can

A few learning points for me were...

(5/12)

0 8 7

- Various Dimensions of bias which we were experiencing but not aware of
- We need to have organizational level training to break the unconcious biases at work place.
- We are equal and unique based on our values and skills.. not on basis to whom we know
- Gender-blind CVs
- Different
- Change the requirements of judgements we make, not same criteria for male and female
- We have to work on changing these biases in our organization
- Question our thoughts and ideas and introspect
- Slow down the brain: ice cream is good
- You need to change your perspective
- Constraints of field jobs for women
- Women's silence means weakness at workplace
- Engage men to empower women
- Let's overcome the perception
- Avoid assumptions
- System change
- Gender equality, inclusiveness is

A few learning points for me were...

(6/12)

0 8 7

- about Change management
- We all are same
- Introspect
- Sometimes what you see is different from the reality
- My ideal leader' concept changed
- Control micro emotions
- I understood how important is Active listening and empathy
- Role of HR in mitigating bias
- Love yourself love others
- Not all bias are negative
- Female employees should not be sympathized. This is also bias.
- Jobs were designed for men.
- Leadership involvement
- Success stories
- Team discussion to address bias in workplace
- Change to thinking
- Will try to make myself a leader
- Biases are there, however it is HR's job to develop systems and processes to mitigate biases. I as a Manager think through my actions for fairness and bias
- Gender equality
- Have a learning mindset
- We need to be respectful and empathetic

A few learning points for me were...

(7/12)

0 8 7

- Be an agent for change by calling out bias!
- Be aware of our body posture and facial expression when listening
- Unconscious bias exists. When you are aware of it, it starts eliminating
On organizational level, educate Management and teams about it.
Work on eliminating biases.
- Kinds of bias we don't realize before
- Unconscious bias
- You are not the problem
- Not Proactive inclusion = unconscious exclusion
- Bias in workplace effects
- Create awareness to the top management
- How to demystify bias/ the concept of sport team
- Unconscious sabotage on ourselves. Putting more pressure than men
- Adopt a human approach
- unconscious bias
- Flexible hours
- Unconscious bias impacts work behaviour

A few learning points for me were...

(8/12)

0 8 7

- Action plan through policies is required for gender equality
- Inclusiveness requires top management commitment
- Role of a leader/boss to change the pattern
- Be conscious of bias when making decisions. People are different! Embrace diversity! It is powerful to optimize decisions.
- Review policies with inclusive and gender Lens
- Empathy
- Learning can make women successful leaders.
- Affinity bias exists and is real
- Importance of awareness of and dealing with implicit bias
- Need to avoid
- Doubt creation process in an interview
- We all experience implicit bias To counter it we must project ourselves how we want to be perceived
- Gender biases and overcoming at individual and organizational level
- We are also judgemental.
- I will not fell pray of Experience and recency bias...

A few learning points for me were...

(9/12)

0 8 7

- To be more aware of our own biases
- Management has to be more aware of unconscious bias inside the organisation.
- Aim to get to a point where gender becomes irrelevant
- How to interact with colleagues in a similar pattern. Rather than be biased based on gender or age.
- Smartly address biases
- Start with yourself then your team
- Different types of bias
- How to overcome gut feeling and biasness
- Stop making only women take notes
- Gender equality
- learn & unlearn to demystify bias
- Unconscious bias for man in workplace
- Tall men
- Inclusiveness
- Existance of unconscious bias
- Think positive
- Consciously think of bias Start recognising your leadership skills
- Educate others
- Importance of understanding your own bias

A few learning points for me were... (10/12)

0 8 7

- 5 main categories of bias
- Self awareness
- Work on behavioural changes
- When we know are bias we can do something about it!
- Look at the issues within ourselves
- Importance of Bias discussion in an organisation
- Change your own behaviour towards women employees
- Dont be lazy
- Unconscious bias
- Understanding of unconscious bias
- Role of HR
- Self and other balance in terms of bias
- Gender assessment
- Unconscious bias affecting our decisiond
- think different!
- How to make positive environment in my organization for women
- Мне понравился урок управление подсознанием и предвзятости
- Organizations need to make actual efforts to unlearn

A few learning points for me were...

(11/12)

0 8 7

these biases and open doors for marginalized groups

- Biasness comes unconsciously also
- Be an agent for change by calling out bias!
- Bias is not a good practice in an organization
- Leadership qualities
- Different types of bias
- 1. Implicit bias
- If we do not intentionally and proactively include, we will unintentionally exclude
- Be aware of the different types of
- implicit bias and identify my own biases.
- How to be aware of biasness
- Performance goal on the extra % on positions previously not hired for
- Importance of consciously examining the biases
- Change systems
- Unconscious bias
- Conscious Inclusiveness
- Gender stereotypes
- Gender assessment
- Biasness overcoming
- We can mitigate our

A few learning points for me were...

(12/12)

0 8 7

- unconscious bias
- 1buwwh
- Know our weakness
- We assume things too quickly
- Ensuring an objective approach in recruitment processes
- Bias can be changed
- Unlearn prevalent bias
- Unlearn bias
- Bias is unconscious and can be changed.
- Overcoming Personal Bias
- Understanding bias
- Mitigating unconscious bias
- Clarity of bias
- Awareness about yourself is important!
- We should stop asking extra Questions
- Address personal and organizational biases
- Bias is not necessarily negative
- Gender balance, Types of bias
- Bring your conscious mind to play before making a judgement
- identify different types of bias
- Proactive inclusion
- We all have implicit bias

I hear "leader" and I think of

1 0 2

Man



Woman

