Recommendations for bias reduction

beyondbias.eu

Beyunbi

CEC
EUROPEAN MANAGERS

Reshape your organisational culture rather than solely train minorities to adapt.

1

SEE ALL RECOMMENDATIONS

2

Educate all employees, particularly those in leadership, about implicit biases and their impacts.

SEE ALL RECOMMENDATIONS

3

Implement anonymized CV screening to minimize gender, race/ethnic, or age biases.

Avoid diversity metrics; ensure minority employees are empowered and included.

4

Collect insights from departing employees, especially minorities, to improve.

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Ensure equitable distribution of men and women in leadership roles.

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Categorize tasks based on career advancement opportunities.

SEE ALL
RECOMMENDATIONS

8

Encourage all employees to contribute equally in meetings.

Establish clear organisational norms against sexism, racism, ageism, and LGBT+ discrimination.

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Create spaces for employees to discuss challenges related to biases and discrimination.

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Actively seek candidates from underrepresented groups to enhance diversity.

Develop clear, safe, and anonymous channels for reporting harassment or discrimination.

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Track and balance task assignments to ensure women aren't disproportionately given roles that don't lead to promotions.

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Identify and address power imbalances, particularly in male-dominated or majority-white settings.

Measure perceptions and experiences of biases within the organisation to guide interventions.

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SEE ALL
RECOMMENDATIONS

Recognize and act on the full spectrum of sexism, from subtle biases to overt harassment.

16

Disseminate the business benefits of diversity and inclusion.

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Conduct pay equity analyses and ensure equal pay for equal work across genders.

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Inclusivity training must be an integral part of leadership programs.

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Pair younger employees with senior team members to foster mutual learning.

SEE ALL RECOMMENDATIONS