Diversity / Inclusion / Equity

2024

Diversity

- Lets stop talking about diversity
- 99,9% people have bias
- History of bias
- Bias – conscious and unconscious
- Limbic system – not too diverse

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Bias

- „inclination or prejudice for or against one person or group, especially in a way considered to be unfair" (*Oxford English Dictionary, 2023)

- 99,9% people have bias

- History of bias

- Bias – conscious and unconscious

- How bias are formed

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Who is it and what are they like?

What does she look like? How would you describe her personality?

She is over 80, would you hire her? What for?

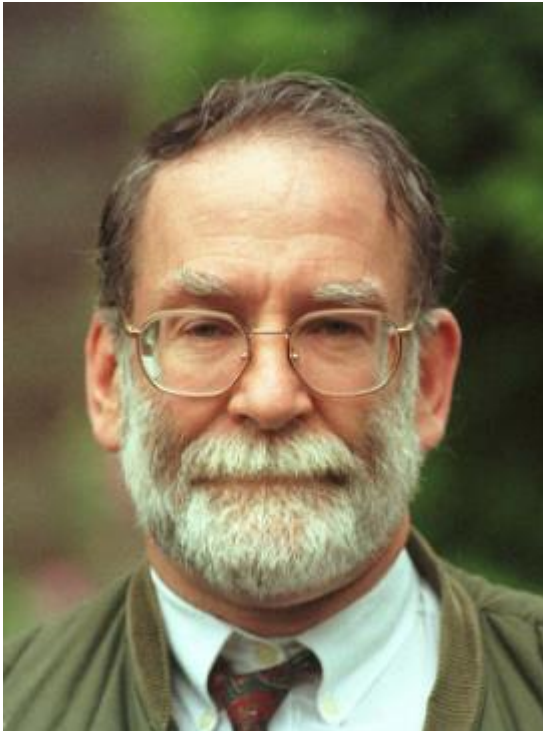SKLOSTROJ

Who is it and what are they like?

Masako Wakamiya is the oldest programmer that found a gap in the market – median age for FB is 29, median age for Apple is 31!!!
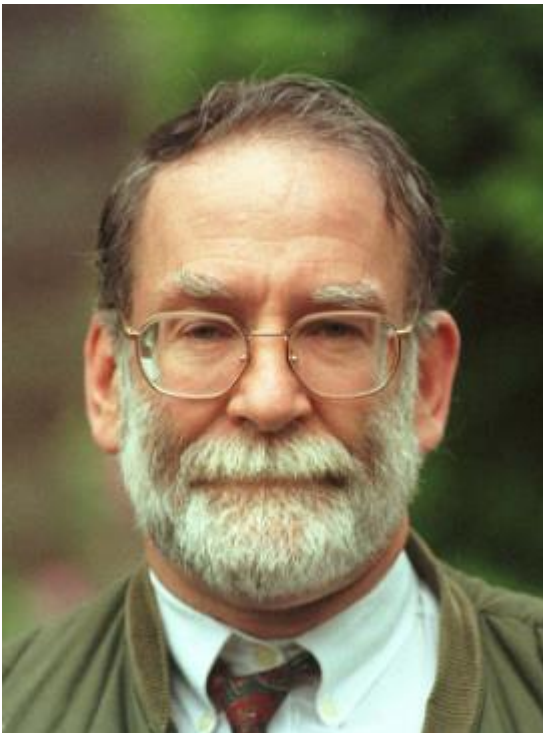
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Who is it and what are they like?

What does he look like? How would you describe his personality?

He is over 50, would you hire him? What do you think might be his accomplishment?

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Who is it and what are they like?

Harold Shipman or so called Dr. Death was convicted of 15 murders, the actual number of victims might be up to 250 people.

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Who is it and what are they like?

What does she do? How would you describe her personality?

Would you hire her to do a bit more sophisticated role? Would you invite her over for an interview?

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Who is it and what are they like?

Candice is a model and has that Barbie look; nevertheless she has an **IQ of 136**, some find her intimidating, she does not discuss that even with her friends.

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*Source: Model with extremely high IQ says men find her intelligence 'intimidating' - Mirror Online

Who is it and what are they like?

What does he do? How would you describe his personality?

Would you be comfortable in his presence?

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Who is it and what are they like?

Dr. David Ores is the founder of a not-for-profit healthcare cooperative providing free healthcare to the member of New York service industry.

*Source: about — David J. Ores, M.D. (drdaveores.org)

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Bias and why it is important to act on them

- Experiment by Dr. Kenneth and Mamie Clark in 1939, repeated many times:

https://www.youtube.com/watch?v=h13Cvky9XoU

- It is great to be yourself, you matter!

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What to do about bias?

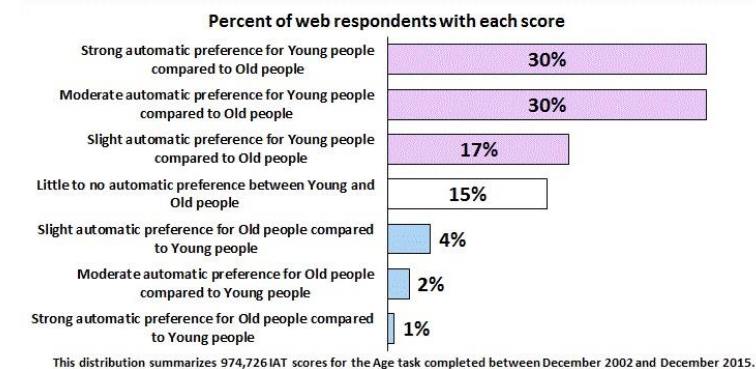*Source: (1) Identify and Take Action - Understanding Bias | LinkedIn

Learn about your bias

- Test yourself on Bias Take a Test (harvard.edu)

https://resources.lmu.edu/dei/initiativesprograms/implicitbiasinitiative/whatisimplicitbias/testyour implicitbias-implicitassociationtestiat/

- Most common types of bias:

  - The Confirmation Bias (= I knew it all along)
  - The Anchoring Bias
  - The Misinformation Effect (mixing old and new information)
  - The Actor-Observer Bias
  - The False Consensus Effect (thinking somebody else shares your beliefs,…)
  - The Halo Effect (initial impression, what looks good is good)

Percent of web respondents with each score

Strong automatic preference for Young people compared to Old people	30%
Moderate automatic preference for Young people compared to Old people	30%
Slight automatic preference for Young people compared to Old people	17%
Little to no automatic preference between Young and Old people	15%
Slight automatic preference for Old people compared to Young people	4%
Moderate automatic preference for Old people compared to Young people	2%
Strong automatic preference for Old people compared to Young people	1%

This distribution summarizes 974,726 IAT scores for the Age task completed between December 2002 and December 2015.

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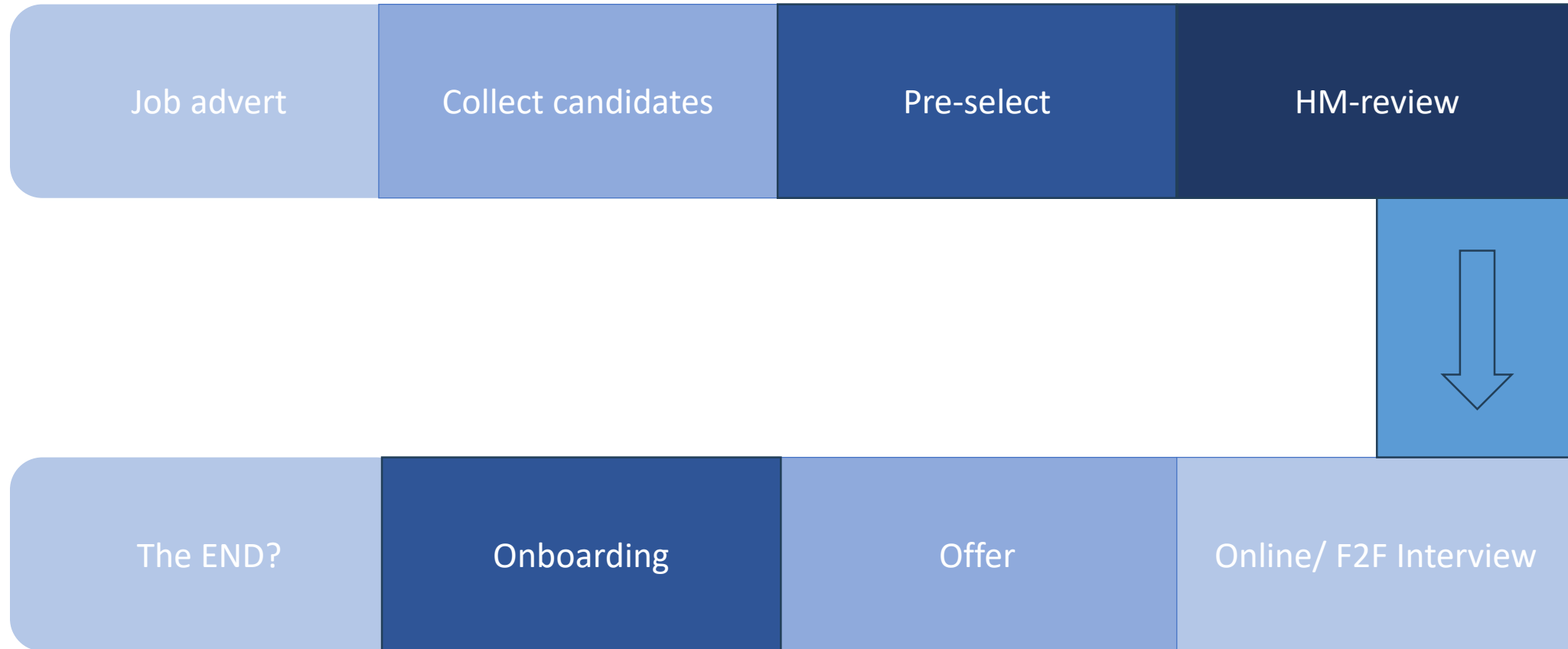precision machines with a hot heart

Companies in the CZ

- Diversity topics and diversity as a value
- Acting on those (to some extent)
- Still quite a lot of misunderstandings
- Learning about diversity but is it enough?
- More traditional companies vs start-ups

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What can (not only) HR do

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Hiring process

Job advert	Collect candidates	Pre-select	HM-review

The END?	Onboarding	Offer	Online/ F2F Interview

Is diversity enough?

- Are „diversity" numbers enough?

    Targets like:

    30% of employees of colour

    20% of women in leading positions

    10% of employees with a disability

- What else? Imagine you hire a person with hearing issues or in a wheelchair or with a certain belief or of a different cultural background or with a spectrum disorder or a single mum/dad or a person going through a gender transformation…

    How will we treat the new arrivals?

    What needs do they have?

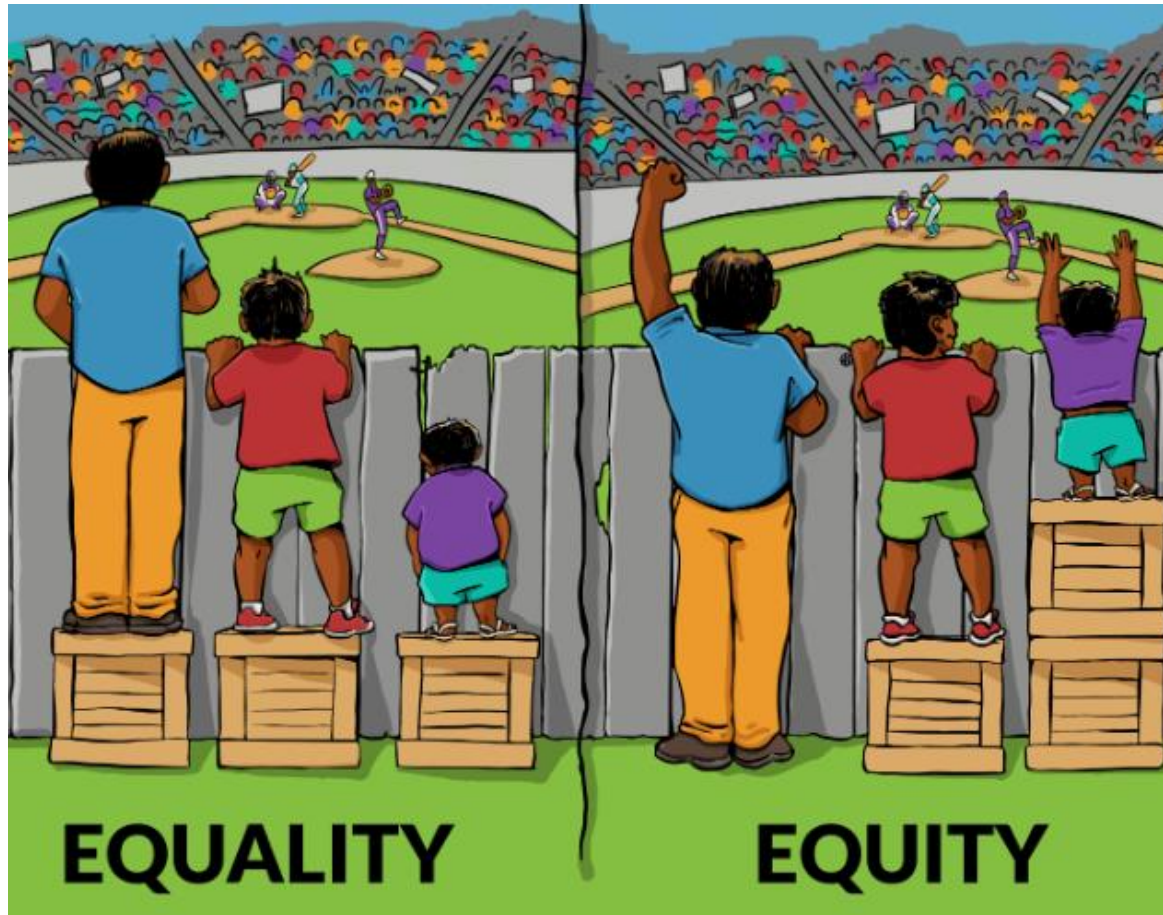   What do we take for granted?

    What language shall we use?

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Equity and Inclusion

- The right goals

- Create conditions

- Treat employees „equally"

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Equality and Equity

If you do not know, just ask ☺

Imagine you have hired a proper introvert to join your team of IT consultants. You treat everybody the same. Everybody has to be proactive in reaching out to customers, everybody needs to report back, everybody needs to learn about innovations and new products, and everybody has to give F2F training to larger audiences.

How would you go from equality to equity?

* Source: Illustrating Equality VS Equity - Interaction Institute for Social Change : Interaction Institute for Social Change

How?

- Identify existing issues

- Leadership shall commit

- Review internal policies and best practices

- Implement in day to day life

- Provide safe and inclusive space

Personal experience

- Electrician / photo model
- Talented student from Nigeria
- 62 year old technician, master degree graduate, overqualified
- Same gender marriage and fair treatment (unfortunately not in CZ law)

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Key messages to take away

1. Focus more on equity and inclusion
2. Learn about your bias and build meaningful relationships
3. Nothing is black and white, bias also serve a purpose
4. Be respectful towards yourself and others and be yourself

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Thank you for your attention!

Visit **Sklostroj.cz** for company information.

Feel free to contact me directly **mkucerova@sklostroj.cz** with any questions.