

## Exercise No. 3: Asking DEIB Awareness Questions

Different career tracks and seniority levels at EPAM provide different opportunities to engage in *DEIB* work. The following *DEIB*-related questions can help you identify opportunities to engage in *DEIB* work.

Select your level below and answer the questions. Identify what you may not be doing or not doing enough of as your action point(s) to implement in the workplace. Complete the exercise with a list of actions you believe would be advantageous for you to undertake this year and next.

### Level 1: All Levels

1. Do I understand the nature of unconscious bias?
2. Do I recognize my own biases and prejudices?
3. Do I question my behaviors and decisions to determine if they are influenced by bias?
4. Do I hold myself accountable for my own biases and prejudices?
5. Am I able to unpack my own privileges and identify challenges underprivileged colleagues are facing at work?
6. Am I aware of the influence I have at work to support underprivileged colleagues?

#### Action Points

	Not Yet Doing/Not Doing Enough	Action Point
1		
2		
3		
4		
5		

### Level 2: Managers

1. Do I establish inclusive environments for teammates from different backgrounds to participate and encourage others to do the same?
2. Do I question behaviors and decisions of others to determine if they are influenced by bias?
3. Am I sensitive to bias in the workplace, and speak up when I see it?
4. Do I engage in respectful conversations with colleagues or managers to help them understand the impact of their biases?
5. Do I hold others accountable for bias and willing to have difficult conversations to challenge biases and stereotypes?

#### Action Points

	Not Yet Doing/Not Doing Enough	Action Point
1		
2		
3		
4		
5		

## Exercise No. 3: Asking DEIB Awareness Questions

### Level 3: Senior Managers

1. Do I respond consistently in an appropriate and effective manner to challenged inequities?
2. Do I identify areas where the company can improve its diversity and inclusion efforts?
3. Do I team up with others to provide feedback, make recommendations, and help hold the company accountable?
4. Do I prevent bias from happening by setting relevant expectations in managing teams and projects?
5. Do I educate, coach, encourage colleagues, teammates, and clients to make use of inclusive and bias free approaches in collaboration and decision-making?

#### Action Points

	Not Yet Doing/Not Doing Enough	Action Point
1		
2		
3		
4		
5		

### Level 4: Directors, VPs, Executives

1. Can I provide advice on addressing unconscious bias, nurturing cultural competence, and practicing inclusive leadership to my team? Other teams?
2. Do I act as a role model and demonstrate inclusive leadership, bias awareness, non-biased behaviors and use inclusive processes?
3. Do I invest in building and promoting corporate culture that appreciates diversity of perspectives and does not tolerate conscious bias and discrimination?
4. Do I leverage diverse perspectives for innovation and problem-solving?
5. Do I encourage open and honest dialogue about systemic inequalities in the workplace (e.g., hold discussions and forums)?

#### Action Points

	Not Yet Doing/Not Doing Enough	Action Point
1		
2		
3		
4		
5		