

# WiMIR Talk

## Bye Bye Bias: Promoting Diverse Teams

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### **Abstract**

Globalization is leading to an increasingly interdependent, interconnected world and diversity is both a means of differentiation within that complex system as well as a competitive advantage. Bye Bye Bias: Promoting Diverse Teams examines the role of intersectional diversity and inclusion in the process of recruiting and retaining successful teams. Starting with explaining foundational concepts, such as a shared lexicon and the benefits of diversity, and then progressing to operational tips for busting bias, building diverse recruiting processes, and retaining inclusive teams, this talk will provide tactical tools towards building and maintaining high-performing teams.

### **Biography**

Shawn Carney has been a leader in the music and technology field since 1993. Originally based in Washington DC, she went on to join technology teams at major music labels in LA and NY. Shawn has a passion for building diverse, inclusive teams that solve problems in creative ways. When she isn't working, she spends time bicycling, playing video games, illustrating, and documenting the antics of her two dogs (a Corgi and a Chihuahua) and her two cats (a Siamese and a Scottish Fold). Shawn now leads the IT organization for Spotify and lives in New York City.