

Unconscious Bias and Inclusive Participation

moz://a



Difference as Strength

Diverse teams:

- Solve problems better
- Increase innovation
- Improve ROI

"when a hackathon is more diverse, I am much more relaxed and myself" -- Mozillian woman developer



What is Unconscious Bias?

Instinctively categorizing people and things without being aware of it

- Your mind makes 50,000 "fast" associations per one "slow" association
- It bases these on information it has been passively collecting for your whole life
- The unconscious mind is powerful and may surprise you
- We do not control unconscious bias but we do control conscious action so this is an opportunity to get rid of guilt and blame but take responsibility for change.

Resume studies demonstrate recruiting bias

With the exact same resume, Khadija, a Muslim immigrant to France is 2X less likely to get an interview and will make 400 Euros less per month than Marie, a Christian immigrant...



Case Study: Blind auditions in recruiting



What You Can Do

- "See Bias / Block Bias"
- Low Blame, High Responsibility
- Handout discuss in small groups
- What are people already doing?
- Choose one action or a few
- Think of who you can partner with for ongoing support

We can all make a difference

society might have unconsciously shaped my beliefs, but I am strong enough to change them on my own.



chibird.com

References and More Information

On the wider web:

implicit.harvard.edu

Unconscious Bias and Resume Studies:

http://www.cookross.com/docs/UnconsciousBias.pdf

Specific Study on Asian/Czech/Roma people: http://home.cerge-ei.cz/matejka/ attention_discrimination.pdf Books:

Blind Spot, by Mahzarin Banaji and Anthony Greenwald (2013)

Thinking, Fast and Slow, by Daniel Kahneman (2011)

Unlocking the Clubhouse, by Jane Margolis and Allan Fisher (2003)

