Session 06
BUILDING AN INCLUSIVE CULTURE

PURPOSE

The purpose of this session is to connect evidence-based selection to diversity and inclusion efforts. Making the connection to the Harvard Business Review article *Noise: How to Overcome the High, Hidden Cost of Inconsistent Decision Making*, we know that noise and bias exists. Understanding bias, both conscious and unconscious (implicit) is essential to enable companies to develop strategies to mitigate them throughout their organization’s practices and policies. Bias in the workplace can affect hiring decisions, promotions, general treatment of employees from marginalized groups, and colleague engagement. Understanding bias is also critical to building an inclusive culture where employees feel they are welcomed, included, and a sense of belonging. Session 06 will focus on the two core topics outlined below.

CORE TOPICS IN THIS SESSION

- Implicit Bias
- Inclusive Culture

CORE TOPIC 6-1 | Implicit Bias

*Implicit bias*, also known as implicit associations or unconscious bias, are the attitudes, beliefs, and associations that individuals learn as a result of cultural and family conditioning, personal experiences, and their situatedness in the world that cause blind spots and preferences which may lead to unintentional inequities, hostilities, and discriminatory practices. Implicit biases are universal and mailable.

During session 06, the Urban League of West Michigan will deliver a presentation linking evidence-based hiring practices to implicit bias. Topics will include:

- Research on bias related to hiring and employment
- Employment discrimination
- The business case for D&I
- The definition of diversity, inclusion, belonging, and othering

The presentation will be followed by group activities designed to enhance deep listening skills and explore privilege.
CORE TOPIC 6-2 | Inclusive Culture

Research shows that when employees work for an inclusive company, there are high-impact benefits, including improved collaboration, higher performance and productivity, greater engagement and loyalty, increased motivation, greater innovation and creativity, and enhanced potential to capture market share.

Session 06 will feature a panel of cohort 1 employers. The objectives are outlined below:

1. Highlight the progress made of cohort 1 employers
2. Engage in peer to peer learning by hearing directly from leaders in the region
3. Share successes of individual organizations and the specifics needed to achieve that success
4. Share any challenges/resistance, as well as strategies implemented to overcome these issues

An overview will also be provided of Talent 2025’s D&I strategy work designed to help West Michigan employers attract, develop, and retain diverse talent.

References:
- Talent 2025 D&I Strategies
- PIVOT, D&I employer toolkit (http://www.talent2025.org/resources/pivot)