THE FRAMEWORK

The root causes of workplace injustice:

PROBLEM
- BIAS: Not Meaning It
  - “I” Statement
- PREJUDICE: Meaning It
  - “It” Statement
- BULLYING: Being Mean
  - “You” Statement

SOLUTION
- BIAS DISRUPTOR
- CODE OF CONDUCT
- CONSEQUENCES

THIS IS WHAT HAPPENS WHEN POWER ENTERS THE EQUATION

PROBLEM
- DISCRIMINATION: Bias / Prejudice + Power
- HARASSMENT: Bullying + Power
- PHYSICAL VIOLATIONS: Touch + Power

SOLUTION
- ORG: BIAS QUANTIFIER
- CHECKS AND BALANCES
- CULTURE OF CONSENT

EVERYONE HAS AN OPPORTUNITY TO ACT.

PERSON HARMED
Choose a Response

PEOPLE WHO CAUSED HARM
Listen and Address

UPSTANDERS
Intervene

LEADERS
Prevent
Bias disruptors

Bias harms collaboration. It is not inevitable. It is a pattern. Let’s break it.

Bias comes from the part our mind that unconsciously jumps to incorrect conclusions about people.

3 Steps to Break the Bias Pattern:

1. Shared Vocabulary
   Come up with a word or phrase that everyone agrees to use to disrupt bias (e.g. “bias alert”, “stop light”, “purple flag” or even throwing up a peace sign.) The best words are the ones your team will actually say. Don’t dictate—ask.

2. Shared Norm
   Create a shared norm for how to respond when your bias is pointed out. A shared norm helps one know what to say and how to move through discomfort. “Thank you for pointing it out. I get it.” Or, “Thank you for pointing it out but I don’t get it. Could you explain after the meeting?”

3. Shared Commitment
   We need a shared commitment to disrupting bias at least once in every meeting. If bias isn’t flagged, it doesn’t mean it wasn’t present. It just means either nobody noticed, or nobody knew what to say. When we are silent about bias, we reinforce it.