



Mitigate Unconscious Bias



Scenario 1

LHH



Scenario 2

LHH



Scenario 3

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Questions?



Introductions



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The purpose of our talk today



- ▶ Definitions and understanding
- ▶ What this means to us
- ▶ How to overcome biases

Defining diversity and inclusion

How do you define diversity?

Diversity is ...



How do you define inclusion, or inclusivity?

Inclusion is ...

Defining bias and unconscious bias

Bias

PREJUDGMENT,
prejudiced, sometimes
unfair

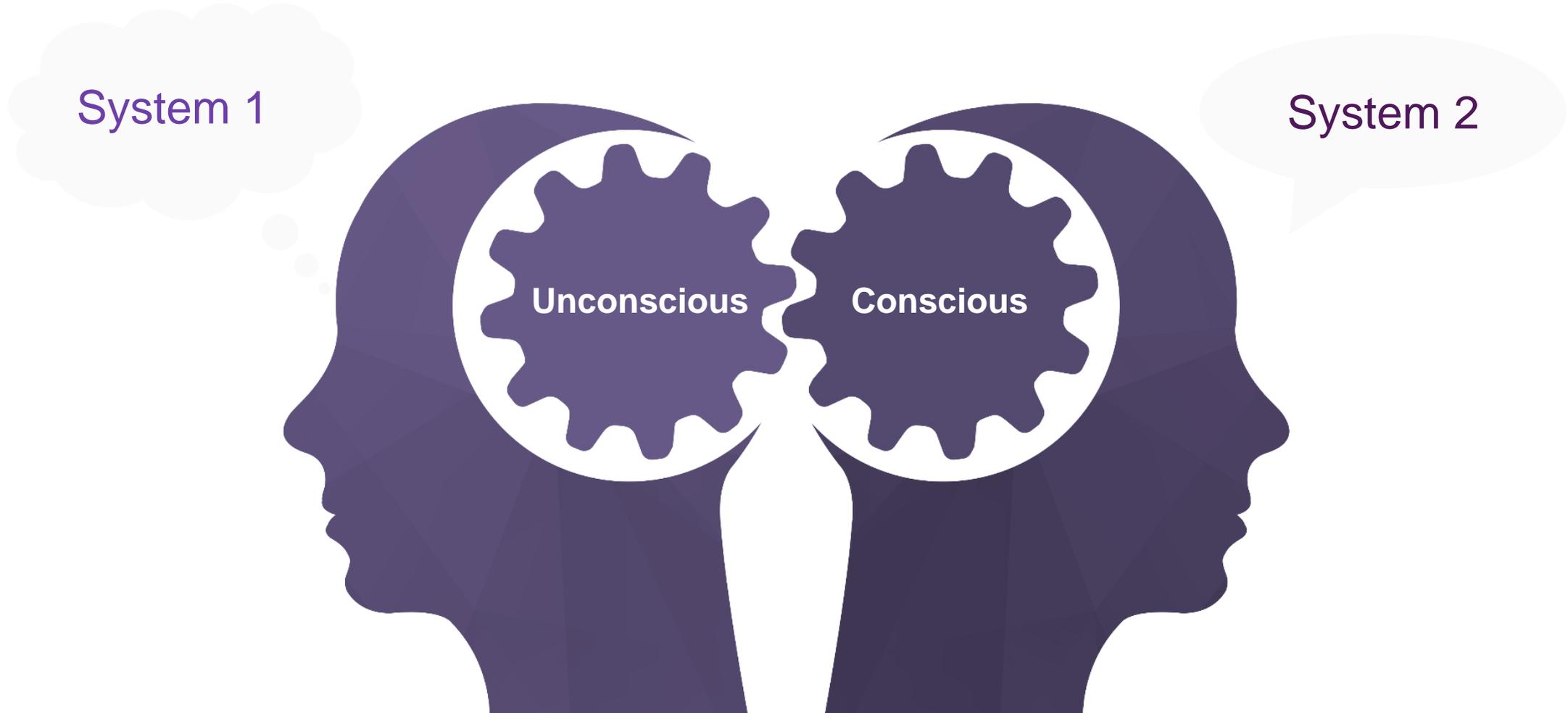
Unconscious bias

Involuntary and without
awareness or intent

Conscious bias

Intentional and
responsive

Moving from unconscious to conscious decision-making



Inclusivity leads to better business results



Employers who have embraced physical challenges as a component of their talent strategy report:

- ▶ **90%** increase in retention of valued employees ¹
- ▶ **72%** increase in employee productivity ¹
- ▶ **45%** increase in workplace safety ¹



Gender-diverse leadership teams are likely to outperform on profitability by **21%** & value creation by **27%** ²



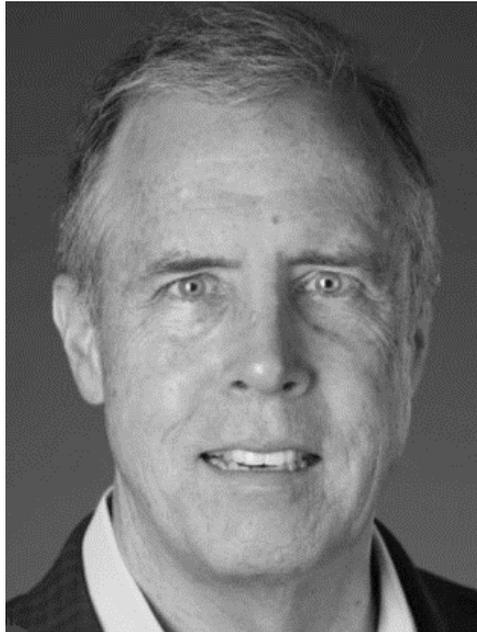
Companies with diverse and inclusive teams lead to better business decisions up to **87%** of the time ³

Sources

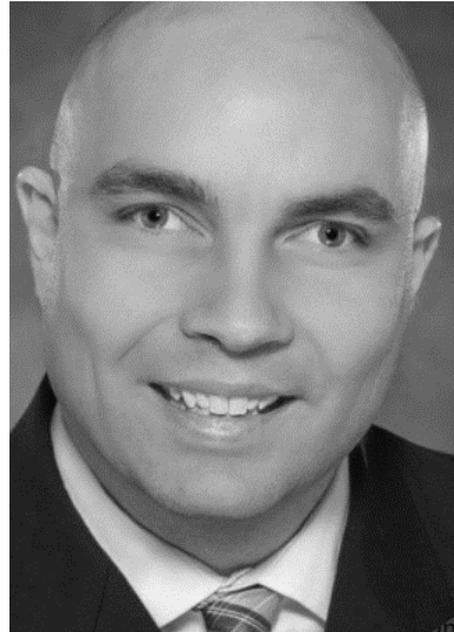
¹ U.S. Department of Labor

² McKinsey

³ [Cloverpop](#)



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What would it feel like if
your environment was more
inclusive?

Four things you can do to create a more inclusive environment

Self-awareness

Curiosity

Open-mindedness

Deliberate attention

How can we use these to enhance inclusion?

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How can we use these to mitigate
Unconscious Bias?

Q & A



About us

In today's marketplace, organizations are discovering the need to turn their attention inward to find their future talent. At LHH, we help companies see the possibilities in their people. Through assessments, coaching, upskilling and transitioning, companies can realize the untapped potential within their own workforce, resulting in increased productivity, morale, and brand affinity.

A division of The Adecco Group – the world's leading HR solutions partner – LHH's 4,000 coaches and colleagues work with more than 7,000 organizations in over 60 countries around the world. We make a difference to everyone we work with, and we do it on a global scale. We have the local expertise, global infrastructure, and industry-leading technology to manage the complexity of critical workforce initiatives and the challenges of transformation. It's why 60% of the Fortune 500 companies choose to work with us. Learn more at lhh.com.