Mitigate Unconscious Bias
Scenario 1
Scenario 2
Scenario 3
Questions?
Introductions

Chris Rice
Managing Director
Global Talent Development
LHH

Grant Doster
Senior Vice President
Diversity and Inclusion
LHH

Russell Shaffer
Director - Global Culture,
Diversity & Inclusion
Walmart
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
- **72%** increase in employee productivity
- **45%** increase in workplace safety

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

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

Sources
1. U.S. Department of Labor
2. McKinsey
3. Cloverpop
Real Life Discussion

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

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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?

How can we use these to mitigate Unconscious Bias?
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.