



GETTING TO 2XC: MITIGATING BIAS AND MAXIMIZING ORGANIZATIONAL SUCCESS

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BREAKING NEWS

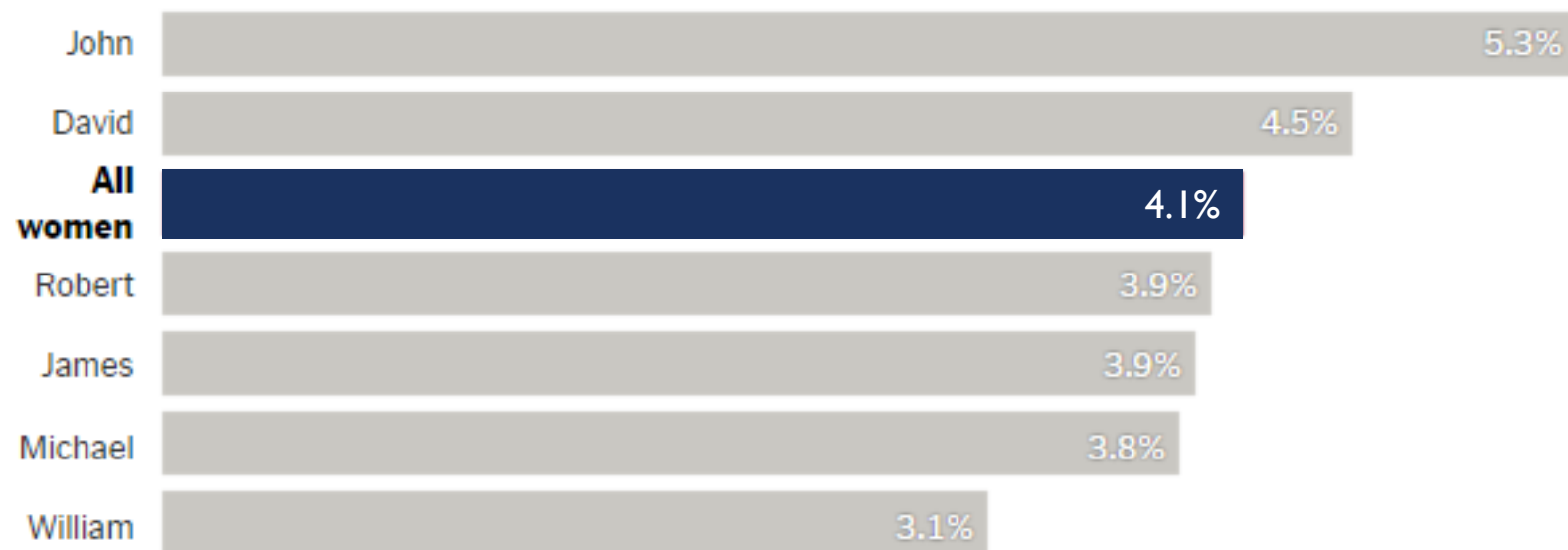
GENETIC
CHROMOSOMAL
ABNORMALITY
LINKED TO
COMPANY
SUCCESS?



YOU SHOULD HAVE NAMED YOUR DAUGHTER JOHN-DAVID... AND MADE HER A BOY

Guys Named John, and Gender Inequality

Share of C.E.O.s of S.&P. 1500 companies by C.E.O. name



Source: Execucomp



UNCONSCIOUS BIAS

NUGGIES



DID FOLKS THINK OF KOBE IN THE 1950S?

1953 NBA CHAMPIONS MINNEAPOLIS LAKERS



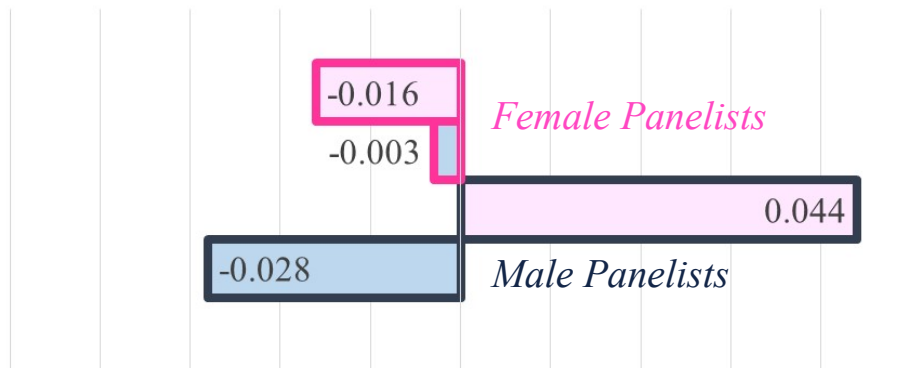
SO WHAT CAN WE DO ABOUT BIAS?

- Blind it
- Admit it
- Measure it
- Support it

I. BLIND IT

Female and Male Panelists' Ratings of Male and Female PIs

Not Blind



2. ADMIT IT



3. MEASURE IT

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More Companies Say Targets Are the Key to Diversity

Some businesses believe that voicing support isn't enough. They also have to set discrete goals.



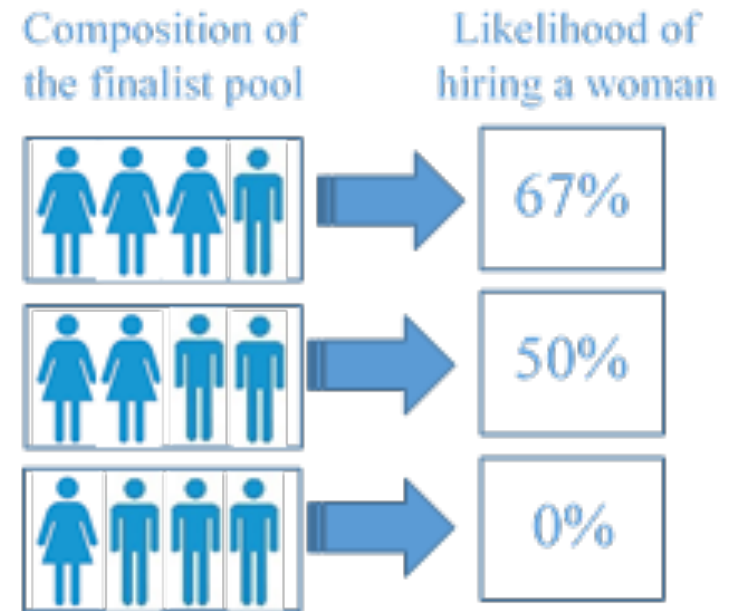
Harvard
Business
Review

DIVERSITY

If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired

by Stefanie K. Johnson, David R. Hekman, and Elsa T. Chan

APRIL 26, 2016



4. SUPPORT IT

Harvard
Business
Review

DIVERSITY

Women and Minorities Are Penalized for Promoting Diversity

by Stefanie K. Johnson and David R. Hekman

MARCH 23, 2016

SAVE SHARE COMMENT 17 TEXT SIZE PRINT



Female and minority leaders who “Respect differences, Value working with different types of people, Are comfortable managing diverse employees” are seen as less competent and effective.



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Men in power: There's a job only you guys can do for diversity

Aneri Pattani | @aneripattani

Friday, 18 Nov 2016 | 2:12 PM ET



Yuri_Arcurs | Getty Images

Diversity and inclusion are buzzwords in corporate America, but research suggests that the executives whom we expect to promote these issues may be in a counterproductive position. When women and minorities advocate for diversity, they are penalized.

Research shows women and people of color are scrutinized when they try to favor those like them — through promotions, assignments or

IMPLICATIONS AND BEST PRACTICES

Know that **unconscious bias** actually affects
WHAT you see and how you interpret behavior

Recognize that you cannot **hide** from what you see
so you may need to be blind

Having **systems** and **accountability** are key

Diversity benefits everyone so
it should be everyone's **responsibility**



Thank You