GETTING TO 2XC: MITIGATING BIAS AND MAXIMIZING ORGANIZATIONAL SUCCESS

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Breaking News

Genetic Chromosomal Abnormality Linked to Company Success?

The Daily News

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Chromosomal Abnormality

New research has emerged linking a seemingly rare chromosomal abnormality to a variety of important corporate outcomes. The abnormality, termed 2XC, has been linked to sales, earnings, and shareholder returns. The exact percent of the population who carry the 2XC abnormality is unclear but 2015 data show that about 5% of S&P 1500 firms have a CEO with 2XC and those companies perform 3 times better than the S&P 500. So, why are companies not following the lead of these...
YOU SHOULD HAVE NAMED YOUR DAUGHTER JOHN-DAVID... AND MADE HER A BOY

Guys Named John, and Gender Inequality

<table>
<thead>
<tr>
<th>Name</th>
<th>Share of C.E.O.s of S&amp;P 1500 companies by C.E.O. name</th>
</tr>
</thead>
<tbody>
<tr>
<td>John</td>
<td>5.3%</td>
</tr>
<tr>
<td>David</td>
<td>4.5%</td>
</tr>
<tr>
<td>All women</td>
<td>4.1%</td>
</tr>
<tr>
<td>Robert</td>
<td>3.9%</td>
</tr>
<tr>
<td>James</td>
<td>3.9%</td>
</tr>
<tr>
<td>Michael</td>
<td>3.8%</td>
</tr>
<tr>
<td>William</td>
<td>3.1%</td>
</tr>
</tbody>
</table>

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
Female and Male Panelists' Ratings of Male and Female PIs

Male Panelists: -0.028
Female Panelists: -0.016

Not Blind
2. ADMIT IT
3. MEASURE IT

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.

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 25, 2016
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.
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