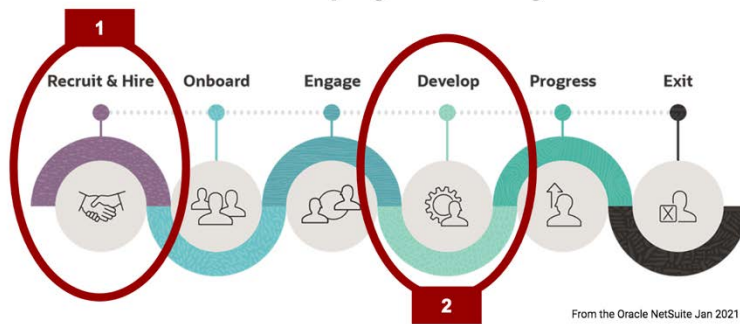


# ETHNIC INCLUSION & ALLYSHIP

CREATING AN ANTI-RACIST ORGANISATION BY GETTING EVERYONE ON BOARD.

## SESSION 3

### The Employee Journey



> In the workplace, humans sit behind the **processes, policies, IT systems, etc.**

And so to intercept macro-racism, a good place to start is to identify all the **human touchpoints** in the employee journey. Essentially when people say “removing bias”:

identifying the touchpoint and re-designing it.

### > RECRUITMENT



#### 1. SIMILARITY BIAS

“Mini ME!” Someone who is more in the image of one self, we are more likely to connect with, to sponsor or mentor, to give stretch assignments to or naturally bond with. Cultural affinities... Unintentionally perpetuates systems of inequity. Can you go out of your way to vouch or support someone who is different? That has high potential, **same values** and that you can learn from? These inclusive behaviours involve putting yourself into the discomfort zone.

#### 2. HALO & HORNS BIAS

Letting one element e.g. went to Oxbridge outshine everything else. But this could also be: someone has made a mistake and you hold it against them. It could be having an ethnic accent that you don't always catch on to and therefore passing an opportunity to someone else. There is a tendency for people to work in binaries and oversimplify. Try making any processes as subjective as possible by taking out bias and pre-empting any requirements and standards you are looking for.

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### 3. STEREOTYPING

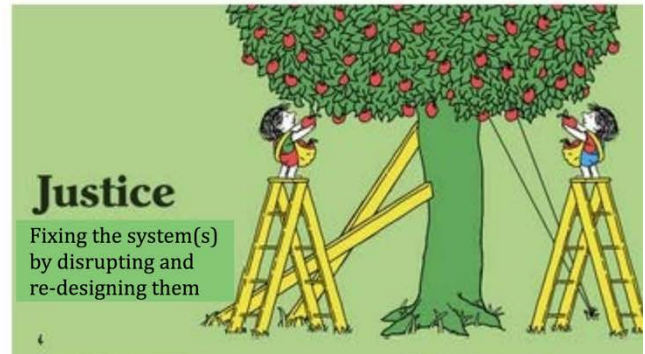
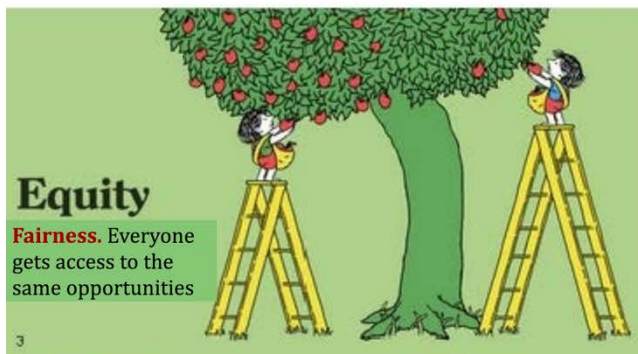
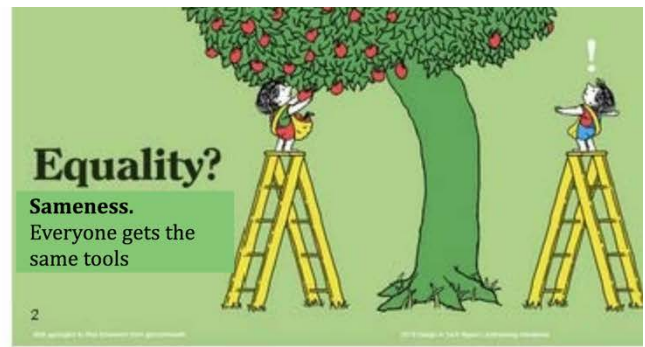
Referring back to our work on microaggressions. Also ties into **Confirmation Bias!** Looking for signals and signs that confirm what we already believe in. e.g. stereotype of the “Angry Black Woman”: perceiving enthusiasm as aggression? Diverse interview panels can mitigate the risk of seeing things from one perspective.

### 4. STRUCTURAL BIAS

Who designed the process, policy or system? How is it being exclusive? e.g. Google self-driving cars A.I. Designed by White teams, weren’t programmed to be able to detect Black people, attraction for hires being selected from Top Universities. In the workplace e.g interviewing. Question the processes and policies, try asking a diverse population for feedback to interrogate ways to interrupt this form of bias.

### GOING OUT OF YOUR WAY! TO DESIGN INCLUSIVELY!

> Positive action and positive discrimination are different. The differences between inequality, equality, **equity** and justice and how generational advantage can still affect outcomes even after the



Tony Ruth for Design in Tech report

barriers are removed.

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## RESOURCES

A full list of book, video and podcast resources can be found at: [investinginethnicity.org/jni](https://investinginethnicity.org/jni)

To view **GSK's public targets** for race and ethnicity please visit: <https://www.gsk.com/en-gb/responsibility/our-people/inclusion-and-diversity-at-gsk/>

To view **GSK's published data** on race and ethnicity, please visit page 37 of their annual report, which can be found here: <https://www.gsk.com/media/6662/annual-report-2020.pdf>

To view **Hogan Lovells' Guide for General Counsels: Insights into Ethnicity Pay Gap Reporting**, please visit:

[https://www.hoganlovells.com/~media/hogan-lovells/pdf/2021-pdfs/2021\\_04\\_13\\_v1-final\\_-\\_bitc\\_and\\_hl\\_-\\_guide\\_for\\_general\\_counsels.pdf?la=en](https://www.hoganlovells.com/~media/hogan-lovells/pdf/2021-pdfs/2021_04_13_v1-final_-_bitc_and_hl_-_guide_for_general_counsels.pdf?la=en)

To view **Lloyds Banking Group's Race Action plan**, please visit:

<https://www.lloydsbankinggroup.com/who-we-are/responsible-business/inclusion-and-diversity/ethnicity/our-stand-for-racial-equality.html>

To read more about **Allen & Overy's Stay Gap** data, please visit: <https://www.allenoverly.com/en-gb/global/news-and-insights/news/allen-and-overly-commits-to-new-ethnicity-targets-and-publishes-its-ethnicity-stay-gap>

To read more about the **NHS's approach to race equality**, please visit:

<https://www.england.nhs.uk/wp-content/uploads/2015/10/wres-nhs-board-bulletin.pdf>