Organizational Bias Self-Reflection

Answer the questions below as completely and honestly as you can. Plan to discuss your responses as an organization to identify areas and strategies for growth.

1. How do you feel you are treated at work? Do you believe this is the same experience as other staff? Why or why not?

2. Have you ever witnessed, heard about, and/or experienced bias at work? What were the circumstances? What was the organizational response? What do you think the organizational response should have been?

3. How do you as an organization try to mitigate the impact of bias in hiring? What is effective about this? What is not effective about this? Where are there opportunities for improvement?

4. How do you as an organization try to mitigate the impact of bias in recognizing and promoting staff? What is effective about this? What is not effective about this? Where are there opportunities for improvement?

5. Is organizational leadership reflective of your organization as a whole? In what ways?

6. Do you feel comfortable calling out bias in the organization when you see, experience, or hear about it? Why or why not?

7. In your experience, what are some organizational blind spots when it comes to bias?

8. What suggestions do you have to help address and mitigate the impact of bias at your organization?

9. What additional support and/or training might be valuable in helping your organization address and mitigate the impact of bias?