Gender Bias in the Workplace – exercise

"The problem is not a few rotten apples. It's the barrel."
Joan C Williams, What Works for Women at Work

During the "Unravelling Gender Bias" lunchtime session, we completed a brainstorming exercise which focused on how organisations can make small changes to their processes, systems and technology in order to mitigate gender bias. Below is a selection of some of the ideas generated during the exercise.

1 – Recruitment

Blind CVs – remove all gender cues from CVs

Job Adverts

- include all the benefits, especially those more attractive to women such as flexible working
- Gender neutral job postings
- Case study focused
- Attend diversity evets for potential candidates
- Language analytics

Training

- Interviewing including structured questions
- Unconscious Bias
- Inclusiveness

Selection Process

- Diversity in recruitment panels
- Selection criteria set and gender neutral (balance of male and female attributes relevant to role)
- Diversity targets

2 - Onboarding

Network

- Share a list of people to meeting during 1st week
- Inspirational stories from women at the top
- Make introductions to relevant teams / people
- Encouraging involvement in support networks – even if you don't identify as the subject of the network
- Regular discussion groups

Mentoring / Buddying

Implement bias training

Pictures of women on the walls

Share insights on firm culture

Support meeting every few weeks

3 – Appraisals

Objectives:

- Consistency across genders & roles
- SMART objectives and measure against them
- Capability setting – are objectives masculine or feminine

Appraisal

- Achievements note to accompany appraisal
- Give regular feedback (quarterly not annual)
- Introduce 360 reviews and make them anonymous
- Consider who does the appraisal
- Make non promotion feedback mandatory
- Blind performance review checks – independent review of PDRs blind for consistency

Blind project management – when reviewing projects

Management training

4 – Maternity / Paternity

Encourage and support

- Encourage parental leave at a senior level
- Sharing experiences
- Parental Panels
- Advertise paternity leave
- Parent events
- Talk about support available

Implement

- Part-time for both Mother and Father
- Equal parenting leave
- Parental leave pay improved
- Keep in contact