



# UNCONSCIOUS BIAS ASSESSMENT: AN HONEST LOOK IN THE COMPANY MIRROR

Answer the questions below to identify areas of bias throughout your company's talent management cycle. Use the results as a starting point for creating a thriving, inclusive workplace.

- | YES                      | NO                       |  |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Our employment brand — everything from recruiting materials, job descriptions, website and social media presence — positions our company as a place where women and diverse employees can thrive and succeed   |
| <input type="checkbox"/> | <input type="checkbox"/> | Leaders work reasonable hours and are not available 24/7   |
| <input type="checkbox"/> | <input type="checkbox"/> | We have several top executive women and/or diverse employees who are respected at all levels of the company  |
| <input type="checkbox"/> | <input type="checkbox"/> | There is open, ongoing conversation between leaders around creating an inclusive environment and policies where people of all backgrounds can succeed as leaders   |
| <input type="checkbox"/> | <input type="checkbox"/> | Leaders openly discuss the impact of life events such as the birth of a child or caring for aging parents  |
| <input type="checkbox"/> | <input type="checkbox"/> | There are policies and cultural attitudes in place that support flexibility during major life events for employees with a past history of high performance   |
| <input type="checkbox"/> | <input type="checkbox"/> | Leaders share how they navigated life events while staying on the leadership track, and offer encouragement and ideas for high-potential individuals during major life transition points   |
| <input type="checkbox"/> | <input type="checkbox"/> | Diversity and inclusion in top leadership positions is seen as a business imperative by the leadership team and is a key company strategic focus   |
| <input type="checkbox"/> | <input type="checkbox"/> | There are measurable targets and goals for increasing the number of diverse individuals in leadership positions that are tracked and have a specific person/people accountable for achieving those results   |
| <input type="checkbox"/> | <input type="checkbox"/> | At least 35% of our top leadership positions are held by women or underrepresented groups  |
| <input type="checkbox"/> | <input type="checkbox"/> | Leaders consistently take lunches and quick breaks, use their vacation time and are not expected to work while taking time off   |
| <input type="checkbox"/> | <input type="checkbox"/> | We will not begin interviews for any position (new or promotion) until 25% of the candidates are diverse or from underrepresented groups   |
| <input type="checkbox"/> | <input type="checkbox"/> | All senior leaders are sponsoring at least one employee from an underrepresented group   |
| <input type="checkbox"/> | <input type="checkbox"/> | Any leaders who have the authority to hire, grant stretch assignments, development opportunities, identify talent for succession and give promotions have been trained on unconscious bias and its potential impact on women and diverse employees leaving the leadership pipeline if left unchecked |
| <input type="checkbox"/> | <input type="checkbox"/> | Our leadership team clearly understands the business case for an inclusive workplace and diverse teams   |
| <input type="checkbox"/> | <input type="checkbox"/> | Our company is a place where my daughter/niece would have the same experience on the path to leadership as my son/nephew   |
| <input type="checkbox"/> | <input type="checkbox"/> | I am personally committed to rooting out how unconscious bias is impacting talent management and development practices on my team  |