

Inclusion at Work

It impacts your bottom line



and currently it sucks...



Our research focus and topic for today

- Why does it matter?
- What stands in the way of inclusion at work?
- A look at our most fundamental biases and role in D&I challenges
- How neuroscience helps us understand differences
- What practical actions can we take?

Hint – it's about structures and behaviors



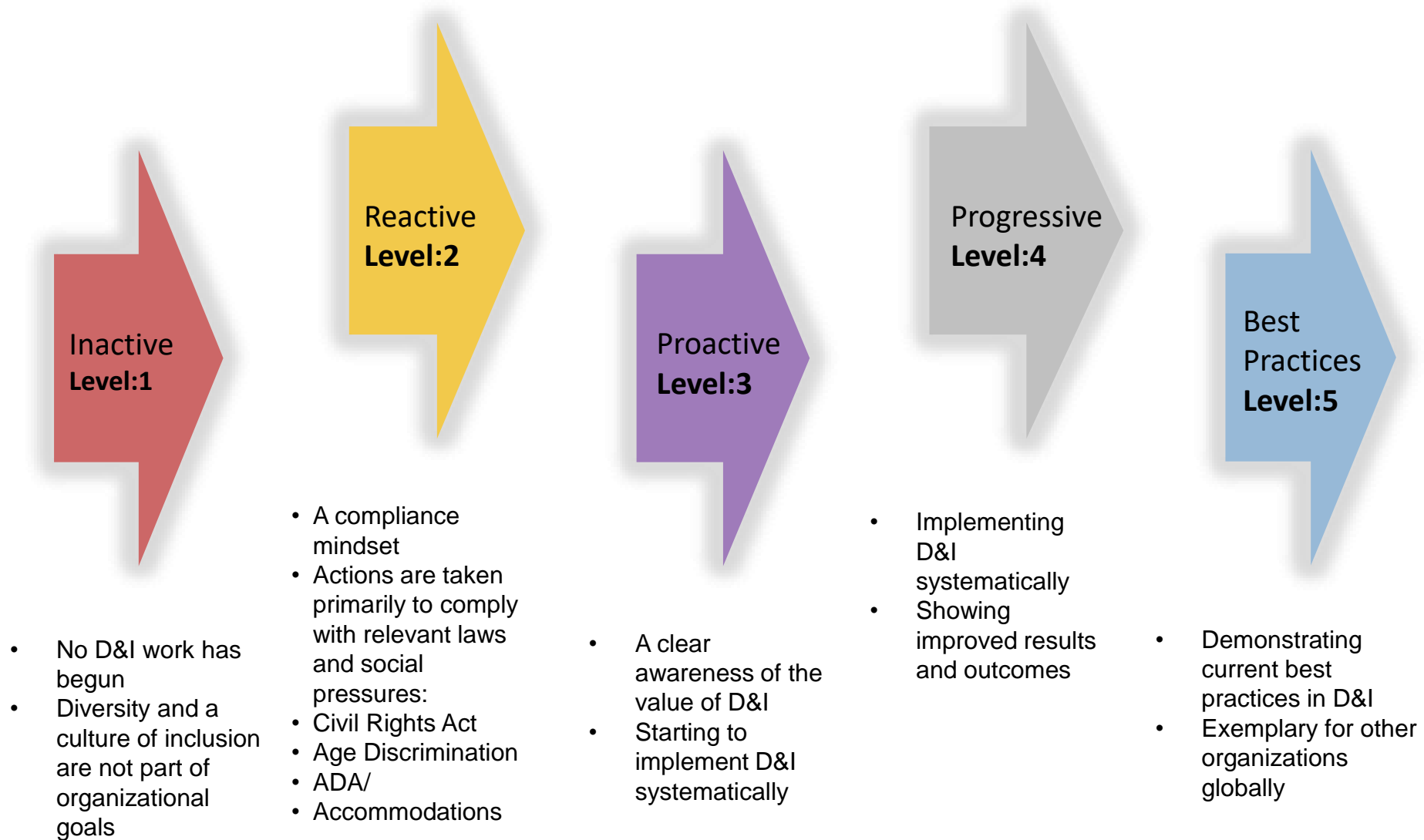
Why is it important?

- It increases bottom line by 19% - BCG
- Every 10% increase in gender diversity = 3.5% increase in EBIT - McKinsey
- 20% more innovation intensity – UofA, Carella

Hint – it's more than just diversity - it is inclusion!



Progression of Diversity and Inclusion

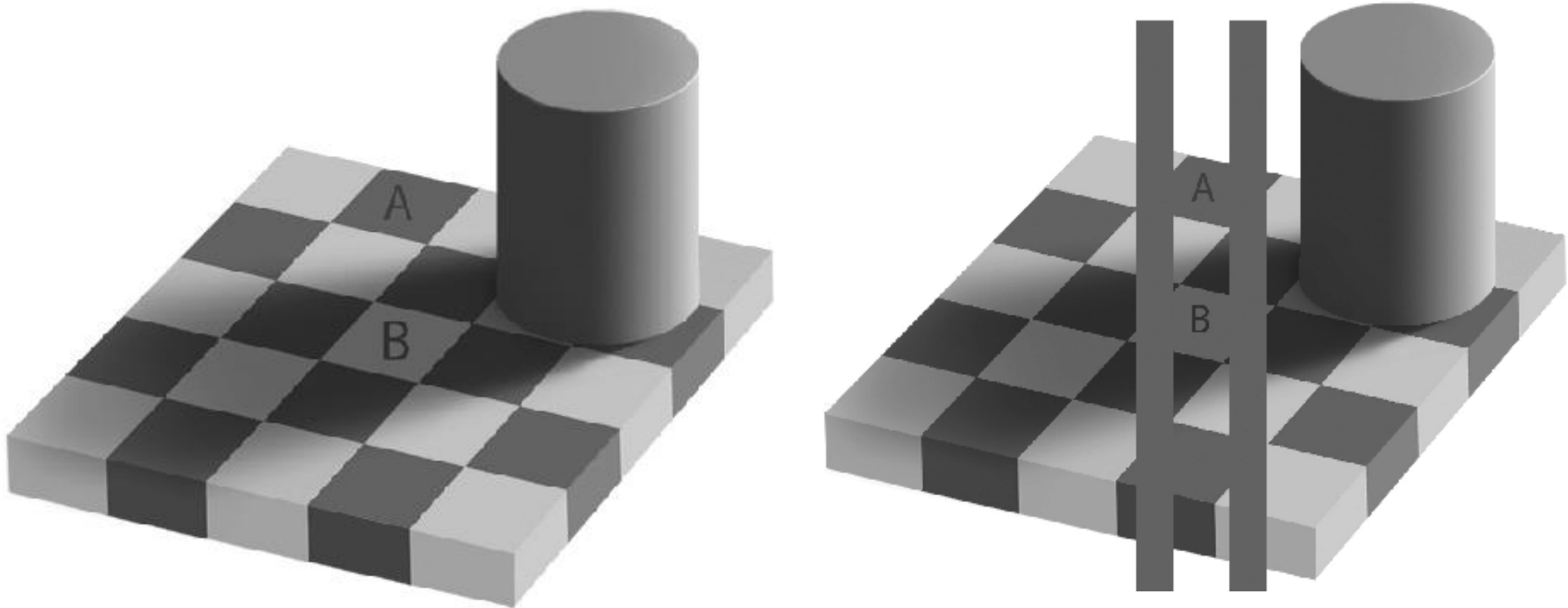


Why is it that we are still stuck?

It is rather elementary

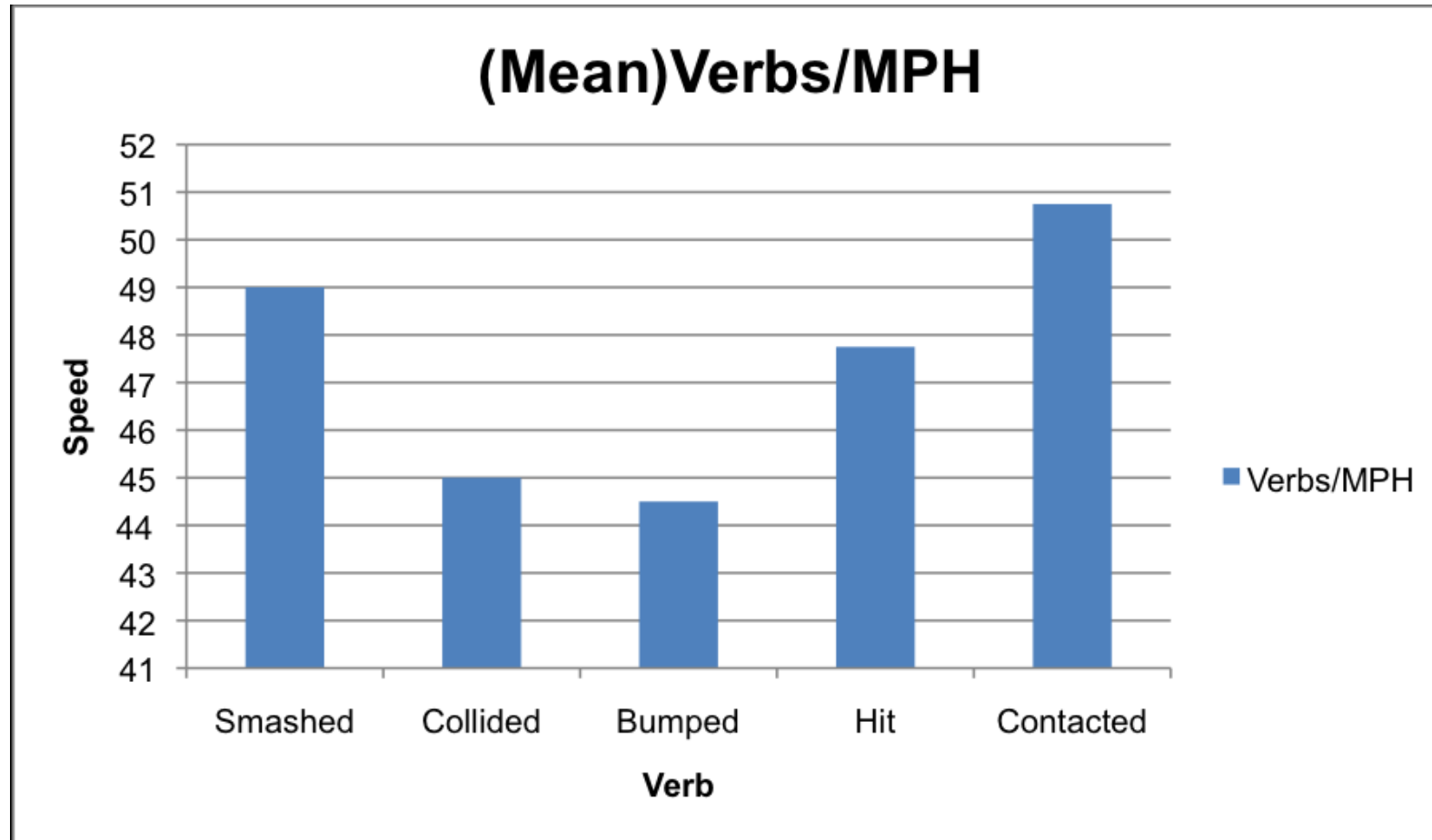


Schemas and Scripts affect our ability to see



Schemas/Scripts Influence Memory too

<https://www.youtube.com/watch?v=Rg5bBJQOL74>



Response	Smashed	Hit	Control
Saw broken glass	16	7	6
Didn't see broken glass	34	43	44



What works?

BEHAVIORAL DESIGN INTERVENTIONS IN MINING

Our findings



Three Levels of Debiasing



“Quotas are not effective on their own”

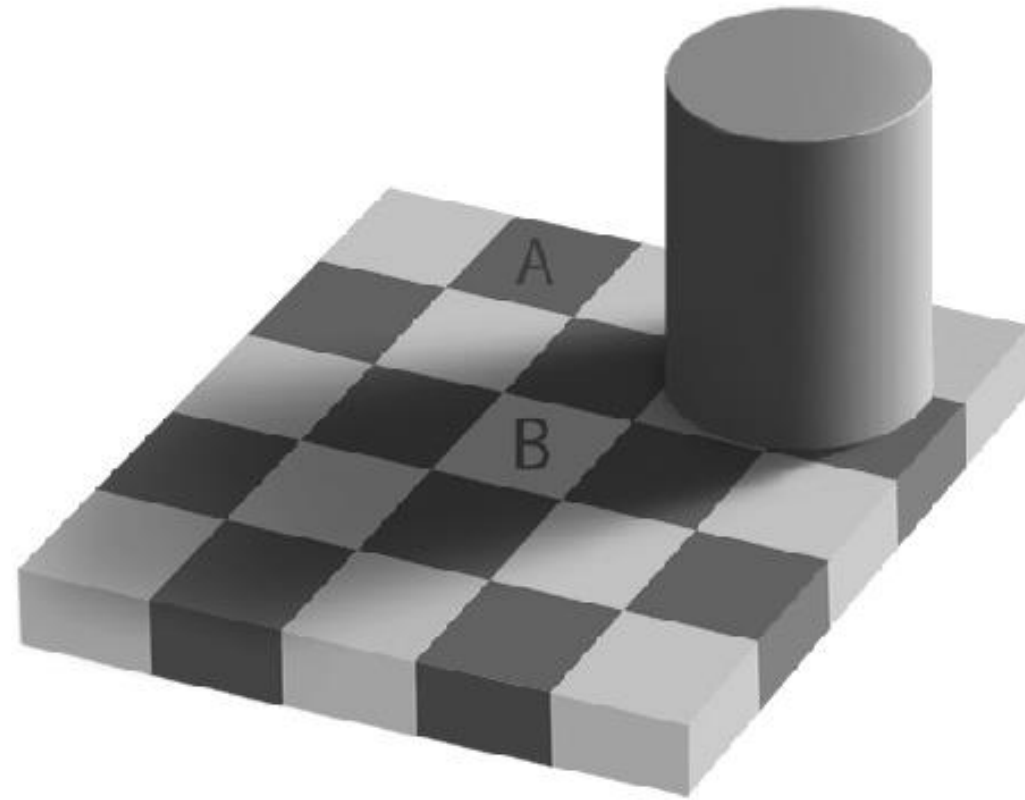


This is an opportunity to rewire our brains

1. Test for second generation bias
2. Measure for performance support bias
3. Use the “Flip it to test it model”



Inclusion is like a checkerboard



Progression of Diversity and Inclusion - Vote



Thank you

Please contact Joe Carella for any questions

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