

EQUITY: WHAT WORKS AND DOESN'T ACCORDING TO RESEARCH

WORKS

1. Calling out stereotyped views and breaking stereotypes
2. Gathering more individualized information about people
3. Reflecting on counterstereotypical examples
4. Adopting the perspective of others
5. Increasing interactions with different kinds of people
6. Tracking progress toward goal
7. Standardized hiring process
8. Incentives for improving diversity
9. Provide examples of how to act
10. Multiple groups working toward common goals
11. Make the invisible visible

DOESN'T WORK

1. Voluntary programs that don't include everyone
2. Not collecting information on metrics such as race, gender, who gets promoted, who gets honored, who gets recognition
3. Not giving individuals strategies
4. Extreme examples which causes people to say, "I'd never do that."
5. Antibias or implicit bias training
6. Shaming
7. Taking something away from a group of individuals
8. Belief another group is working against "us"

Sources

Gino, Francesca and Katherine Coffman. "Unconscious Bias Training That Works. 2022. Harvard Business Review Must Reads. 2023. The definitive management ideas of the year from Harvard Business Review. Boston, MA: Harvard Business School Publishing.

Laura Helmuth, Editor in Chief. Summer 2021. "The Science of Overcoming Racism." Scientific American.