Managing bias across the talent lifecycle

Research shows that bias exists in every corner of an organisation, including hiring, performance, evaluations, meetings, sponsorship, promotion and pay. Left unchecked, bias can also shape a company or industry culture and norms.

Naming the bias and developing mitigation strategies is critical to creating more inclusive, diverse, and equitable organisations.

The map below, shows common types of bias and how they manifest across the talent lifecycle. While the explicit focus of this interactive map is gender bias, biases are not gendered by nature. Unconscious racism, ageism, ableism and sexism impacts all people within your organisation.

Click through the map below to see how common forms of bias materialise across the talent lifecycle. The map may be used to spark a conversation about organisational bias and steps to disrupt and mitigate.