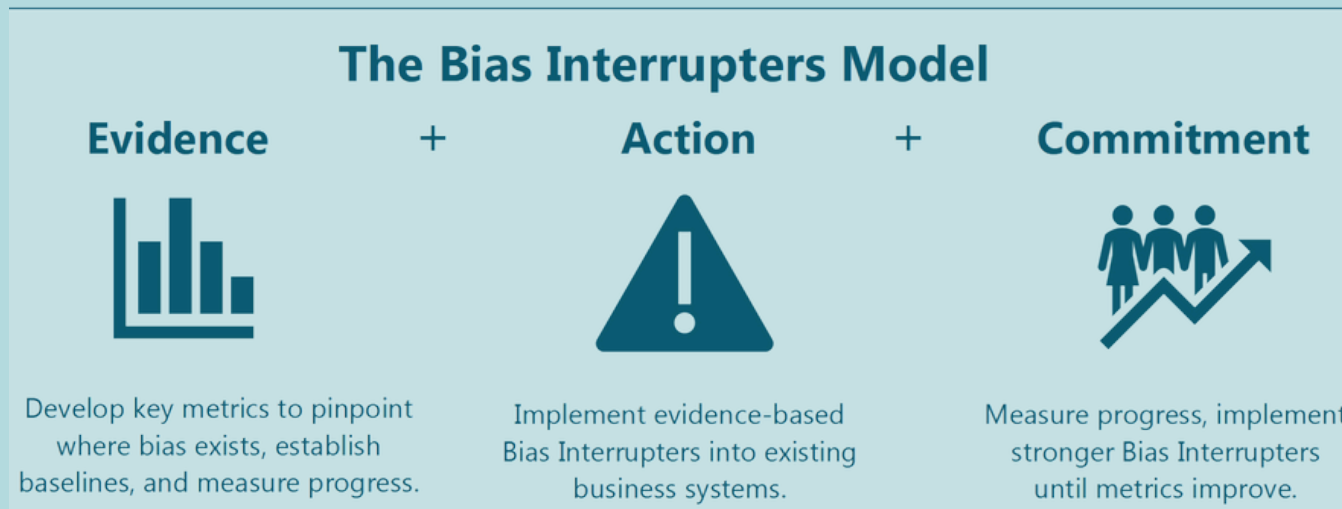


# Who we are

Internationally-known experts on leadership and diversity, equity and inclusion, our team has published **38 articles in Harvard Business Review** and has a **TED talk with over 1.3 million views**. Led by Joan C. Williams, with “something approaching rockstar status” in her field according to the New York Times Magazine, the Bias Interrupters team’s **open-access tools have been accessed over 550,000 times**. Their deep research is global, with data on companies in the US, Europe, South America and India. Now the Bias Interrupters team is offering new tools on leadership, talent management, and DEI—customized to your company.



## Firms we've worked with include

 **Financial services**

 **Consumer goods**

 **Manufacturing**

 **Retail**

 **Tech**

 **Governments**  
large & small

**Over 100 companies**  
**<100 to 100,000+ employees**

# Workshops

We tailor our (online or in-person) workshops to ensure they “land” with their intended audience. Most are 90-minute interactive workshops with breakouts, but can be adapted to 60 minutes.

## 4. FAIR AND EFFECTIVE HIRING

introduces best-practice tools to ensure you are hiring the most talented members of your pool.



## 1. INDIVIDUAL BIAS INTERRUPTERS (IBI)

leaves participants with low-risk ways of interrupting bias, with dramatic results. 92-100% of participants say they learned bias interrupters they will use going forward.



## 5. FAIR AND EFFECTIVE PERFORMANCE EVALUATIONS



can increase evidence-based feedback by as much as 52 percentage points, with increases for every group.

## 2. INDIVIDUAL BIAS INTERRUPTERS YOU CAN USE TODAY



gives managers the tools they need to interrupt bias in performance evaluations, access to opportunities, and meetings.

## 6. MAXIMIZING MEETINGS FOR TOP PERFORMANCE

provides concrete tips on how to run meetings to tap all participants' expertise; failing to do so depresses teams' performance.



## 3. LEADING EFFECTIVE TEAMS

taps the science to show managers how to lead teams—teamwork has more than twice the impact as individual team members' intelligence in determining team performance.



## 7. ENSURING FAIR ACCESS TO OPPORTUNITIES

helps retain top talent. If employees don't have access to career-enhancing work, they're likely to leave.



**INVESTMENT: \$20,000**

**WITH STEEP DISCOUNTS FOR REPEATS OF THE SAME WORKSHOP**

# Workplace Experiences Pulse survey



**ONE REASON COMPANIES SPEND  
OVER \$8 BILLION A YEAR ON DEI  
WITHOUT MOVING THE NEEDLE IS  
THAT THEY'RE FLYING BLIND**

Our Pulse Survey solves the problem. This 2-minute survey allows you to find out whether and where bias exists and whether employees feel the workplace is fair and inclusive—just what you need for effective strategic planning to optimize employee performance.



## **BASIC PACKAGE INCLUDES**

- Initial company-wide pulse survey gives a snapshot of current conditions and establishes baselines
- A report to leadership recommends strategic next steps
- Subsequent surveys:
  - To measure progress company-wide or,
  - To provide further insight into specific departments or,
  - To provide further insight into specific business systems (e.g. hiring, performance evaluations etc.)
- Year-end report outlines the path forward



## **ADD-ONS INCLUDE**

- Presentations to the C-suite or other groups
- Workshops to address specific challenges
- Partnerships tailored to your company to improve the quality of basic business systems



**INVESTMENT: \$50,000 FOR BASIC PACKAGE**

## WANT TO DIG DEEPER?

If a company struggles to keep or advance women and people of color, it's likely because subtle forms of bias are embedded into their business systems. Tailored partnerships allow us to work with organizations to improve business systems, with dramatic results.

# Partnerships



## WE CAN HELP!

We have worked with many different kinds of companies from manufacturing to retail to consumer goods and more, as well as with professional services and firms, and governmental units large and small. We'd love to work with you!



### IN JUST ONE YEAR...

Two companies increased action-oriented feedback by over 20 percentage points and decreased a key form of bias by 19 percentage points.



### A MANUFACTURING FIRM...

Increased its hiring of people of color by 5-6 percentage points. A tech company decreased bias against white women by 8 points and women of color by 7 points, within 6-9 months.



### A STEM ORGANIZATION...

Evened out access to core technical work and other career-enhancing opportunities between men and women in just 6 months' time.



### IN JUST FOUR MONTHS...

A government department decreased a key form of bias by 22 percentage points by interrupting bias in meetings.



**INVESTMENT: COSTS VARY, BUT START AT \$50,000**

***Interested in learning more?  
Schedule a time to chat with us***

***Let's talk***