

Considerations After Incidents of Bias

WORKPLACE



VIRGINIA CENTER FOR
INCLUSIVE
COMMUNITIES

To help support the people who make up our workplaces, the Virginia Center for Inclusive Communities offers these questions and areas of focus to utilize after incidents of bias.

What policies and practices are in place related to responding to bias?

- What is your non-discrimination policy?
- Who has access to your institutional policies connected to bias?
- What organizational leaders are involved in bias responses?
- What practices have been engaged in the past in response to bias?

Who was targeted in the event?

- How can your workplace provide immediate support to the targeted individual or groups?
- How can the needs and priorities of the targeted group(s) be heard and prioritized in the organization's response?

Who perpetrated the event?

- What will your workplace do to immediately communicate with that person or group?
- How can you help them to understand the impact, harm, and consequences of their actions?

Who was a witness or bystander to the event?

- How can your workplace provide immediate support to those individuals?
- What perspective(s) might these individuals have that need to be considered when developing a comprehensive response?

What communication needs to be developed and shared?

- What urgent communication regarding this event needs to go to:
 - Human Resources?
 - Leadership?
 - Other employees?
- How will clear expectations and policies be communicated to employees and leadership about how to address this incident?

What action(s) need to be taken?

- What immediate actions, events, or activities need to happen at your organization to repair the harm?
- What long-term actions, policies, or practices can happen in your organization to prevent events like this from happening again in the future?
- How can various stakeholder groups be included in developing immediate and long-term responses?
 - Consider engaging with internal affinity groups, Human Resource policy experts, leadership, etc.