

# 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?
  - The Board (if applicable)?
  - Community members (if applicable)?
- 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.