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50 WAYS TO REDUCE BIAS AND CREATE A CLIMATE FOR DIVERSITY

As we enter the 21st century, America continues to transform itself into one of the most diverse societies on the planet. The diversity we find in our organizations can provide many benefits such as improved individual and organizational performance, enhanced internal and external service, and improved bottom line. However, to realize these benefits, we must work to create inclusive environments geared toward the success of a diverse array of individuals. This 20-page booklet offers specific tips for creating organizations that act to reduce personal bias, improve multicultural interaction, and embrace culturally different members as full participants. It is divided into three sections which include *Reduce Your Biases and Stereotypes*, *Improve Your Diversity Knowledge and Interaction*, and *Create Inclusive Organizations*. In the first section, I identify steps you can take to reduce your stereotypes and the impact they have on communication. Section two offers tips you can use to increase your cultural knowledge and improve your cross-cultural interactions. In the final section, I list actions any organization can take to create more inclusive environments, and enhance the success of a diverse group of individuals. Some of the tips described in this booklet include the following:

- Actively engage in anti-biased behavior.
- Determine your level of hidden bias.
- Volunteer your time to work with diverse social organizations.
- Challenge inappropriate comments and behavior.
- Create opportunities for culturally different individuals to interact with each other.
- Recruit a high quality, culturally diverse workforce.



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