

Illuminate Opportunity: Equity in the workplace

HR Tools for Alberta Electricity and Renewables Employers



How can I support inclusive development?

Examine your biases, assumptions and stereotypes to be more equitable in supporting employee development.

When planning development activities...

- Who do I coach, mentor, or select for new assignments? Is there a pattern?
- How could my choices affect those not selected?
- How could I benefit from supporting someone new?

When working with my colleague...

- Would I take a different approach if they were “more like me”? Did the same kind of job? Were in the same region?
- What biases might be in the way of my providing the best guidance?
- Does my approach respect the person’s “difference” – in terms of timing of meetings, content of advice, or any accommodation needed to make it a success?

When providing feedback...

- Do I use analogies, metaphors, jokes, or sport references that may not translate?
- Do I give some people the benefit of the doubt, while seeking more justification from others?
- What assumptions affect what I see, how I perceive it, and how I deliver feedback on it?

In performance reviews...

- Do I write reviews of similar lengths and structures for all employees?
- Do I recognize different approaches to achieving goals?
- Do I use multiple sources of evidence?

For more, visit electricityhr.ca

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