WOMEN'S LEADERSHIP
EDGE
An Initiative of the Center for WorkLife
Law at UC Hastings College the Law

"She's Too Abrasive/Aggressive/Emotional" – Interrupting Bias in Performance Evaluations

1.   The webinar highlighted some common pitfalls in terms of how women and diverse employees might be assessed unfairly. Which of these issues seem particularly relevant to your team/organization?

2.   How can you and others in your team/department intervene when you see double standards being applied in performance evaluations?

3.   How can you and others on your team make sure you're giving helpful constructive feedback equitably to women and diverse employees?

4.   We spoke about how women and diverse employees' mistakes are noticed more and remembered longer. How can you make sure this "Prove-It-Again" bias isn't infiltrating your reviews?

5.   Are women in your organization pressured to be deferential or take on office housework that men aren't pressured to perform? How might this play out in the performance evaluation process, and what can you do about it?

6.   How can you ensure that parental status and/or taking leave isn't held against employees in the performance evaluation process?

7.   One trend identified in the webinar is women are often penalized for self-promotion and men penalized for modesty. Does your organization/team rely too heavily on-self-promotion? How does this play out in performance evaluations? How might your team level the playing field for women and modest men who aren't comfortable with self-promotion and train all employees on what's expected in a self-evaluation?

8.   How might double standards play out in your performance evaluations? How can you address these issues?

9.   How might you and your team better communicate expectations ahead of the performance review process to create a more level playing field early on?

10. What steps might your organization/team take in the immediate and longer-term future to improve its performance evaluation processes to address issues raised in the webinar?

11. How can your organization's women's resource group or other diversity initiative(s) increase awareness of and address some of the patterns of bias raised in this webinar?