Guest lecture by
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"COUNTERACTING HIRING DISCRIMINATION: INSIGHTS FROM DECISION BIASES AND MINDSETS"

Recent events have spurred organizations around the world to reconsider their continued lack of gender, race, and other forms of diversity. In this talk, I will share findings from two programs of research that use insights from social psychology and judgment and decision making to help counteract hiring discrimination. Most diversity interventions take a subtractive approach, that is, they seek to dismantle people's stereotypes. However, these interventions often backfire as people typically resist overt attempts to influence their attitudes. Instead, I document the utility of an additive approach that seeks to crowd out intergroup bias with decision making biases. Specifically, two classic decision-making biases—partition dependence and the default effect—can counteract gender and race discrimination in hiring decisions. In the second project, I identify a lay theory that on the surface is unrelated to diversity but that can still undercut widespread stereotypes. Specifically, a universal mindset about leadership, the idea that most people have high leadership potential, is inconsistent with stereotypes claiming that certain groups have less potential than others. Consequently, people led to adopt a universal mindset are less likely to apply their stereotypes in their decision making, thereby helping reduce bias in hiring decisions. These two programs of research document convergent approaches to promoting diversity, equity, and inclusion in the workplace from multiple theoretical perspectives.

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