



## Implicit Bias Mitigation Implementation Goal Planning Worksheet

This worksheet builds on the May 12, 2021 CalTrin webinar, *Implicit Bias Mitigation*. Revisit the “Your Turn” sections in the [webinar slide deck](#), and apply the AAA Model [Assessment, , Awareness (Buy-in), Action) presented by Dr. Bryant Marks to share practices and/or plan for change.

What steps are you/ your team going to take? What is in progress? What are your next steps?

Goal	Strategy	Action Steps	Key People	Possible Barriers
Reduce implicit bias in the hiring process.				
Reduce implicit bias in talent development (e.g., mentoring, performance evaluation).				
Reduce implicit bias in promotion (grooming, succession planning, assignment allocation, diversity push, etc.).				
Reduce implicit bias in performance management.				
Build community with diverse employees at different levels of the workplace hierarchy.				
Increase accountability, education, and mindfulness’ around implicit bias (personal and organizational)				