HRDR is proudly sponsoring **Professor Laura Bierema's** keynote at the 2018 UFHRD conference.
"***Ladies and Gentlemen, Your Implicit Bias is Showing: Gender Hegemony and its Impact on HRD Research and Practice***"

Ladies and Gentlemen, Your Implicit Bias is Showing: Gender Hegemony and its Impact on HRD Research and Practice

Laura L. Bierema

New Realms of Resistance:
Sexual and Gender Diversity in HRD Practice

- Vitriolic, misogynistic virtual harassment common (Banet-Weiser & Miltner, 2015)

- LBGTQ workers want:
  - inclusion
  - safety
  - freedom from ostracization (Brooks & Edwards, 2009)

Think Pair Share

What we talk about... What we write about...How we say it...Defines us

How do we more fully unleash the potential of HRD?

Today we will...

1. Problematize implicit bias and gender hegemony

2. Update understandings of gender identity

3. Explore gender-based research in HRD

4. **Embolden our ability to promote diversity, equity, and inclusion**

Gender isn't really like this:
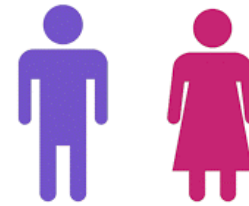
Gender is more like this:

Policies and practices for sexual minorities in organizations

The quality of gender identity diversity policy and practice is a key indicator of the overall quality of diversity approaches in organization.

Improving these policies and practices will improve diversity, equity, and inclusion for everyone.

Gender Identity Diversity

- Key blind spot in:
  - HRM
  - Diversity management research
  - Our field(s)

- Transgender employees
  - Lack support
  - Receive little or no accommodation (Ozturk & Tatli, 2016)

Diversity, Equity, and Inclusion: It Is Up To Us!

- Transgender employees suffer highest discrimination rates (ILO 2013)

- LGBT workplace experience is not monolithic:
  - Gender and racial diversity focus
  - Integration of gender identity needed (Ozturk & Tatli, 2016)

- HRD needs to provide:
  - Education
  - Advocacy
  - Change
  - Research (Brooks & Edwards, 2009)

Gender Research: Now What?

How do I avoid gender hegemony in my work?

How can I do research on women in this more complex world of gender identities?

What does feminist research look like now?

Research on Women

- Important and valuable to society
- Necessary to address oppression status
- Needed *for* women and women-presenting
- Must address intersectionality
- Imperative to dismantle patriarchy and masculine hegemony

Feminist Research Revisited (Bierema, 2018)

1. ~~Challenges traditional scientific inquiry.~~

2. ~~Focuses on the experiences and lives of women~~ Focuses on advancing feminist goals and troubling masculinized policies, practices, and research.

3. ~~Considers~~ Challenges asymmetrical power relationships and seeks ~~empowerment and~~ justice and inclusion.

4. Recognizes ~~gender and diversity~~ intersectionality as an essential category of analysis.

5. Attends to language and the power to "name" and uses pronouns appropriately.

6. Uses discourse analysis to challenge dominant language and power.

7. Advocates social ~~activism and change~~ justice and transformation.

all about love
NEW VISIONS
bell hooks
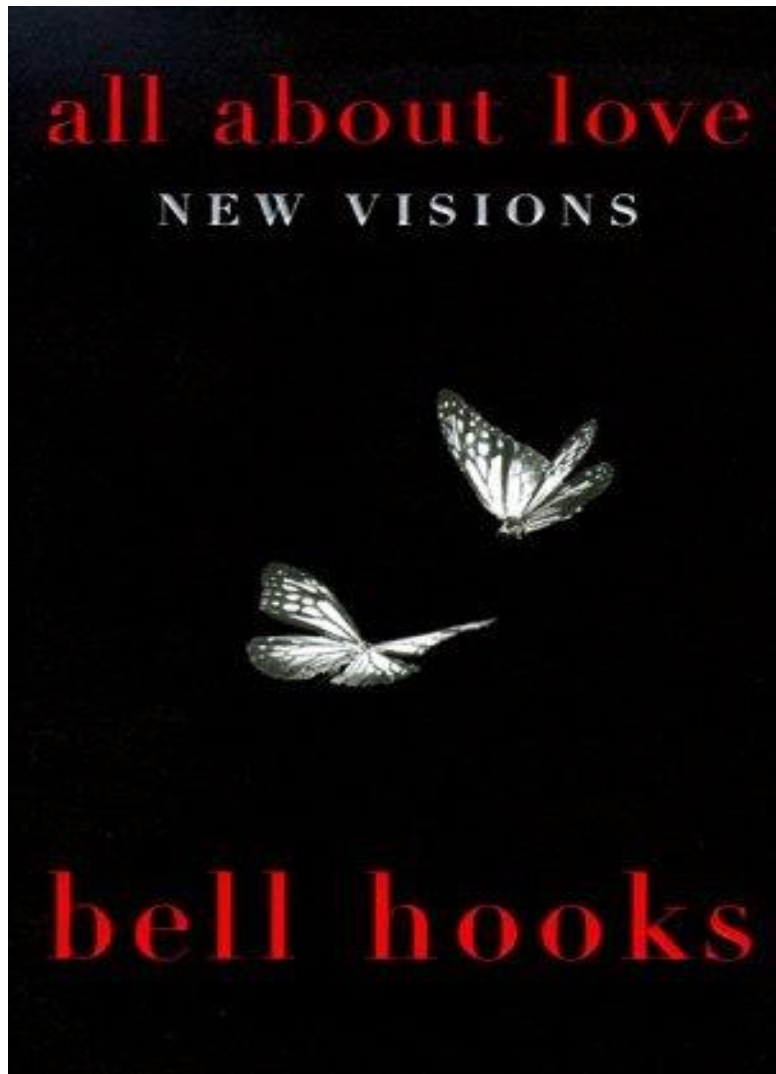
"When we are loving we openly and honestly express care, affection, responsibility, respect, commitment, and trust."
-bell hooks

"The test of true inclusiveness is the degree to which most marginalized groups are taken into consideration, valued, and safeguarded in the organization."

Ozturk & Tatli, 2016

Diversity, Equity, and Inclusion: It Is Up To Us!

If not us, who?
If not now, when?
-John F. Kennedy

Thank You

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- If you're interested in measuring your levels of implicit bias (almost everyone displays bias in some way, according to the experts!), here are a few tests you can take:
    - [Understanding Prejudice: Implicit Association Test](#)
    - [Teaching Tolerance: Test Yourself for Hidden Bias](#)
    - [Look Different: Bias Cleanse](#)