



Heliostat Consortium Seminar Series

Brought to you by the Resource, Training, and Education (RTE) topic area



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Manager, Inclusion, Diversity,
Equal Employment
Opportunity and Affirmative
Action
Sandia National Laboratories

Host: Dr. Rebecca Mitchell

Title: Mitigating Unconscious
Bias in Work Teams

When: November 9th
1-2 pm MST

Zoom:
<https://nrel.zoomgov.com/j/1606740022?pwd=cWdmb1YrY29QSzBtYnZDMlVmWlAxQT09>

Abstract:

Unconscious bias happens when the human brain makes incredibly quick judgments and assessments about people without the person's awareness. Left unchecked, these quick judgments could influence how hiring committees rate job candidates in an interview, how principal investigators select members of the research team and how managers rate employees' performance.

Each of us has a responsibility to develop awareness of our biases, to cultivate dignity and respect for all employees and to create a welcoming environment that embraces the unique characteristics with which we identify.

Approaching social sciences subjects can be intimidating for some individuals and it does not have to be. This session aims to provide a helpful overview of what unconscious bias is, how it originates, how to identify it in the environment and most importantly, how to confidently take action to interrupt it when it occurs.

Bio:

Anelisa Simons manages the Inclusion, Diversity, Equal Employment Opportunity and Affirmative Action (IDEA) team at Sandia National Labs. Her work is focused on modeling strong advocacy for inclusion and diversity through trust-based relationships with executive leaders, Sandia managers, HR partners and allies across Sandia. She is passionate about the work of the IDEA team because she believes in the value of creating environments where everyone can experience belonging from day one.

Prior to joining Sandia in 2016 Anelisa fulfilled various Human Resources roles in Higher Education, both at the University of New Mexico and at New Mexico State University. Anelisa holds a Bachelor's degree in Human Resources Management, a Master's degree in Communication Studies and various professional certifications.