



# Aim Hire

## *Shifting from Bias Dialogue to Evolving Behavior*

Session leads:

Ashlie Grundy and Anais Keenon  
City of Portland



- Employers have a unique opportunity to positively impact society by establishing equitable social and behavioral norms within the workplace.
- While bias trainings have value, they do not consistently challenge attendees to define and recognize the individual biases they possess, and how their lens impact those they hire, work with or train.
- If bias is not fully recognized by individual employers during these trainings, behavioral changes do not occur.
- Additionally, with the current trend of providing trainings focused on specific groups, members of underrepresented communities are further marginalized and segmented.
- Embracing both behavioral changes and intersectionality approaches is intrinsic to building inclusive work environments and societies.

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