

CONSCIOUSLY UNBIASED

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H I R E T A L E N T

As we head into 2022, it's important to pause and reflect on the last 18 months. The world has no doubt changed for you individually, as well as for us collectively as a society. With the ongoing pandemic, social unrest following the death of George Floyd, and mass exodus of workers in what has been dubbed "[The Great Resignation](#)," I believe a collective awakening is happening—in terms of what we value, who we support, and how we work.

The current environment has called for us to be more conscious of our choices, actions, and how we show up. To be conscious is to be intentional: intentional in the words we use, intentional in who we hire and promote, and intentional in the workplace culture we want to create.

This requires us to have the courage to deeply look at ourselves, examine our assumptions about who other people may be, and to check our biases. We define Consciously Unbiased as "to be mindful of one's biases, allowing one to be empathetic in order to create a sense of belonging for all." Change starts with each one of us.

At the same time, we must collectively work towards systemic change that allows for everyone to have an equal opportunity—regardless of race, gender, sexual orientation, socioeconomic status or other dimensions of identity. We all need to work together to make true progress. Nearly 18 months after the social unrest sparked by George Floyd spurred many large companies to pledge their commitment to advance racial equity, a new analysis of the 50 most valuable public companies by [The Washington Post](#) reveals only 8% of C-suite executives are Black, and only 13 companies include their diversity chiefs in top leadership.

While corporate America's intentions were there, it's time to move from intent to greater action to create more equitable workplaces. This means identifying and setting clear goals, monitoring the metrics that matter, getting leaders of all levels engaged as change agents (especially hiring managers and middle managers), practicing transparency, creating accountability, and treating diversity, equity and inclusion (DEI) like any other business goal by compensating DEI advocates for their people leadership.

Yes, there is much work involved. But one might argue that many of the most worthwhile accomplishments do not come without trials. And the reward is great: There is no debate that workplaces where we all feel like we are seen, heard and valued are better workplaces for everyone.

Thank you for being part of the Consciously Unbiased community; together we can make a bigger impact. My wish for you in 2022 is that you have the courage to move from intent to action in ways both big and small. Please keep in touch and share with me the action steps you're taking to help create greater equity for all.

Ashish Kaushal, CEO, HireTalent & Founder, Consciously Unbiased



Look Back At 2021: Voices For Change

Holding Corporations Accountable For Their DEI Commitments
Featuring: Rebecca Sun, Senior Editor, Diversity and Inclusion, *The Hollywood Reporter*; Cheryl Cole, Editor at *Diversity*; Jeff Green, *Bloomberg*
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A Leading Mental Health Expert On The Power of Self Awareness
Featuring: Dr. LaNail R. Plummer, CEO of Onyx Therapy Group, a Black Woman, Veteran-Owned Business
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Pride 2.0: Overcoming -Isms In The LGBTQ+ Community
Featuring: Wen Stenger, DEI Consultant; Levi Chambers, Founder & CEO, Rainbow Media Co.; Thomas Orlina, Social Media Influencer & Recording Artist; Dimitri Moise, COO, Claim Our Space Now & HIV Activist; Corey Rae, Activist & Actress; Jor Gonsalves, Host, Unshaming Podcast
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