

ASIS NorthShore WIS
Part 1:
“Unconscious Bias”

AGENDA



Panel Introductions



What is Unconscious Bias?



Why does this matter?



Impact to the industry



Did you know?




Key Takeaways



Resources



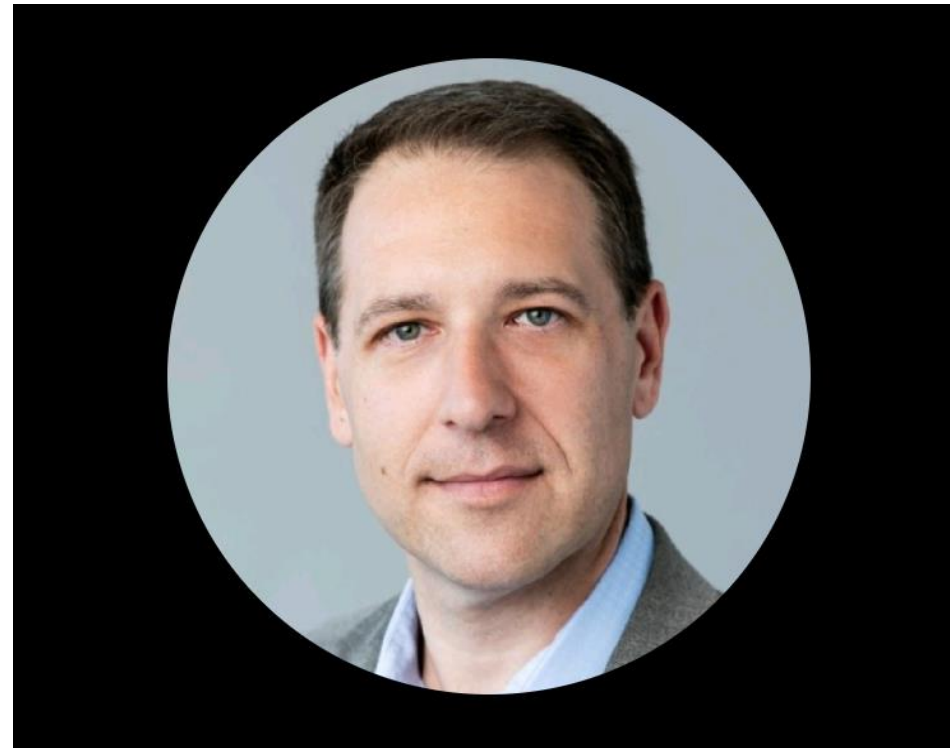
PANEL INTRODUCTIONS



Today we're exploring how unconscious bias may show up in the workplace, and how it impacts our security field directly.

Our goal is to provide information followed by tools, steps, and takeaways to drive change in our industry.

WHO SITS ON THE ASIS STANDARDS AND
GUIDELINES COMMISSION AND DEVELOPS ANSI
ACCREDITED STANDARDS?




WHO RETIRED AS AN ASSISTANT DIRECTOR FOR THE OFFICE OF STRATEGIC INTELLIGENCE AND INFORMATION FOR ATF?



WHO IS THE DIRECTOR, CORPORATE SECURITY AT ULINE CERTIFIED THREAT MANAGER, CERTIFIED PROTECTION PROFESSIONAL, CERTIFIED FRAUD EXAMINER, CERTIFIED FINANCIAL CRIMES INVESTIGATOR?





WHAT IS “UNCONSCIOUS BIAS”

Unconscious

- Done or existing without one realizing
Unaware of

Bias

- A strong inclination of the mind or a
preconceived opinion about
something or someone

“UNCONSCIOUS BIAS”

- Unconscious biases are social stereotypes about certain groups of people that individuals form **outside their own conscious awareness**.
- Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to **organize social worlds by categorizing**.



WHY DOES UNCONSCIOUS BIAS MATTER?

Women comprise more than ½ of the overall workforce, but only account for 25% of the physical security workforce.

Only 31% hold leadership positions.

Many women have expressed frustration at their limited opportunities for advancement compared to equally skilled male colleagues.

Repercussions of the gender gap:

- **Decrease in profitability**
- A lack of diverse perspectives and expertise impairs the effectiveness of security measures, leaving **vulnerabilities unaddressed**.
- A disillusioned workforce emerges as women experience undervaluation and inadequate support, leading to **higher attrition rates** compared to their male counterparts.
- The dearth of diversity also **stifles innovation** within the security industry, preventing it from **reaching its full potential**.



WHY DOES UNCONSCIOUS BIAS MATTER?

McKinsey's research highlights:

- Companies in top quartile for ethnic & cultural diversity were **36% more profitable** than those in lowest quartile (2019)
- Despite slow progress in increasing diversity on executive teams, there's clear evidence that companies actively embracing DE&I are more likely to **outperform those that do not**
- The **cost of workplace bias is projected at \$64B annually.**
 - This estimate based on the cost of losing & replacing more than **2M workers due to unfairness and discrimination**
 - The estimate **does NOT take into account legal costs** when a company must defend themselves or incur penalties when an employee's biases lead to unlawful behavior

More than just gender...

Less than 15% of US men are over 6 feet tall. Yet, 60% of corporate CEOs are at least this height.

The taller a man is, the more likely he will earn more than a shorter man.



Common bias

Beauty Bias

Age Bias

Contrast Bias

Intuition Bias

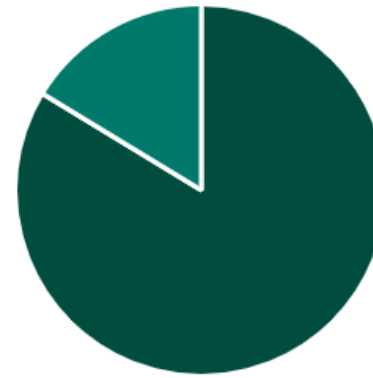
More you know...

At the beginning of 2023 the Fortune 500 crossed a milestone: For the first time in history, **women ran more than 10% of the businesses on the list of America's largest public companies.**



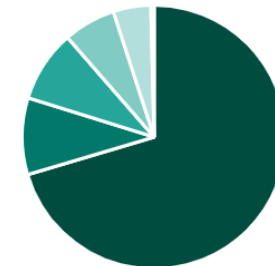
A quarter of those 52 leaders became CEO only in the last 12 months.

More you know...



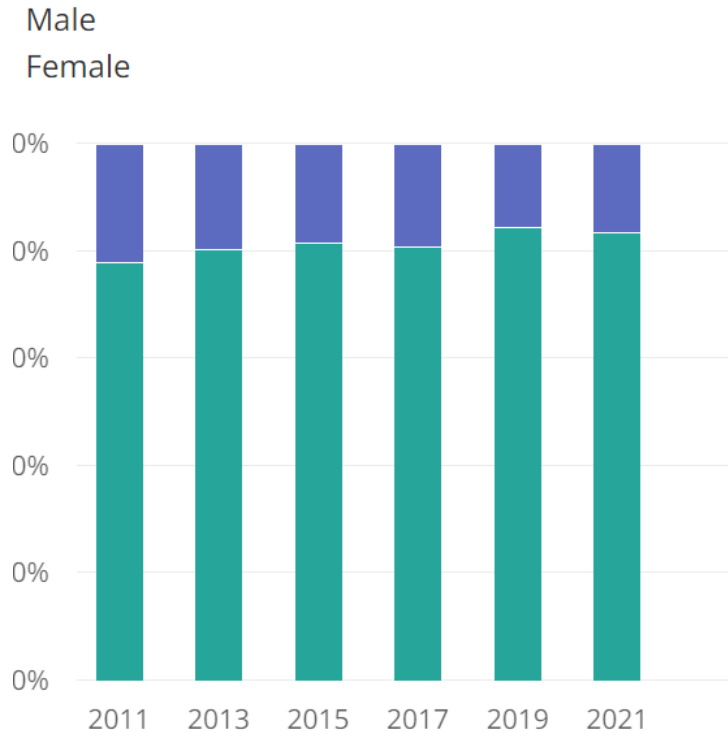
- Male, 83.7%
- Female, 16.3%

Only 16.3% of physical security specialists are women.



- White, 70.4%
- Hispanic or Latino, 9.4%
- Asian, 8.8%
- Black or African American, 6.4%
- Unknown, 4.6%
- American Indian and Alaska Native, 0.4%

More you know...



Women Earn 90¢ For Every \$1 Earned By Men



Male Income

\$75,497



Female Income

\$67,810

HOW DO WE FIX THIS?



Women in Innovation



Thank you for joining us today!

We look forward to
seeing you in July for
Part 2: Mentoring.

