

Common Biases Impacting HR: What Are They and How to Address Them

VIRTUAL TRAINING

WHEN

Wednesday, May 26, 2021
10:00 am – 11:00 am

PROGRAM FEE

Complimentary for
MHA & MHEI Members

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ADDRESSING STRUCTURAL RACISM SERIES
PRESENTED BY



Maryland
Hospital Association



PROGRAM OVERVIEW

Every day we use mental short cuts to make decisions, yet this can lead to bias and negative outcomes. The challenge, in an HR environment of unrelenting change, is that we don't feel we have the time to mitigate bias, don't understand why it matters, or think bias is a four-letter word not to be discussed. How can we make better decisions and drive toward improved and more inclusive Human Resources processes? During this session, you will learn how to manage biases impacting your sourcing, interviewing, hiring, development and advancement of talent.

PROGRAM OBJECTIVES

By the completion of this program the participant will be able to:

1. Summarize biases impacting Human Resources
2. Discuss the impact of bias on talent decisions.
3. Explore ways to mitigate bias in Human Resources.

ABOUT THE SPEAKER

Erika McMullen, MA Ed & HD, SHRM-SCP is founder of Moxie Consulting Group. Her passion is empowering people to create diverse, inclusive and high performing teams. She draws upon her 20 years of experience at the nation's leading healthcare organizations to provide innovative solutions.



Human Resource Management Senior Certified Professional (SHRM-SCP) and a Certified Master DISC Behavioral Analyst. She holds a Master of Arts in Education and Human Development from The George Washington University in Organizational Leadership and Learning. In addition to graduating from Florida International University with a bachelor's degree in Health Services Administration, Erika earned a Post-Baccalaureate Clinical Research Certificate from the University of Cincinnati.