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People Success in Practice: Giving Feedback that's Equitable and Actionable



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Feedback is an equity issue



Feedback withholding bias: people of color less likely to get feedback from evaluators.

Feedback is an equity issue



More errors are found in work *believed* to be created by people of color.

Feedback is an equity issue



Women receive 2.4X more personality based feedback.

Feedback is an equity issue



Women receive more vague feedback.

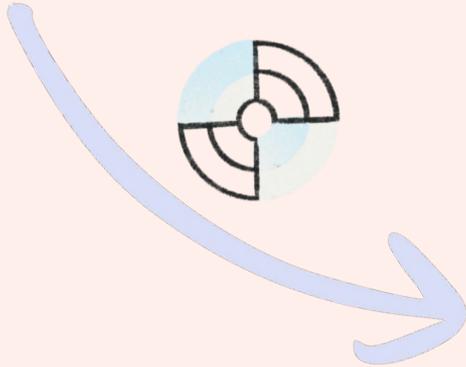
Tip 1: Don't give personality based feedback!



- Personality criticisms influenced by bias
- Personality \neq performance

Tip 2: Give specific examples

“More attention to detail”



- *“Typos/inconsistent fonts”*
- *“Key takeaways not clearly stated”*
- *“Transitions from topic to topic felt jarring”*

Tip 3: Define what good looks like



What are the exact traits/actions that you consider exceptional?



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