

### **Changing Organizational Culture: From Embedded Bias to Equity and Inclusion**

In Cori Wong's "Changing Organizational Culture: From Embedded Bias to Equity and Inclusion, Wong tackles diversity, equity, and inclusion efforts within the workplace and successfully illustrates the steps in doing so. However, Wong has an interesting approach by including bias as one of the many reasons these unfair structures persist. Not only does Wong include bias, but it also includes intersectional, feminist thinking. Wong starts by practicing Crenshaw's ideology by implementing it in terms of the workplace. She notes that the workplace is just a smaller part of the bigger picture, which is the unjust inequities and gaps found in our culture, and that "the intersections of different systems of oppression result in different disparities even among the marginalized." Wong then demonstrates an understanding of another one of Crenshaw's ideas. She mentions that gaps in pay among men and women result from gender bias, but that gaps in income among women of color demonstrate racist bias. Through different tactics, the article then presents how to implement more significant equity and inclusion, and by doing so, shine a light on the past injustices, biases, and marginalizations within cultures. A recurring theme presented in Wong's article is that people need to respond to the most marginalized groups to tackle a comfortable workforce adequately. This way, the interconnected systems of oppression that attack many marginalized identities are revealed, tackling multiple oppressions at once. It is demonstrated in Wong's article that acknowledging differences is not enough anymore. It is the action of dismantling the unfair systems by acknowledging intersectional oppressions that will be effective in the long run.

Cori Wong's article offers an abundance of connections with the other articles I have studied, such as Dr. Luke Zaphirs, as well as Sylvia Walby et al.'s. Like Zaphir, Wong notices how gender bias has been implemented in the subconscious of people's minds. By detecting and addressing this, professionals can create safer and healthier workplaces for all employees. Zaphir believes that prejudice and bias are a part of human nature, and Wong believes that this has made the unfit systems that display themselves in ways such as a workplace or organization. This article perfectly demonstrates the interconnected aspects of bias and intersectionality. Wong can connect the two in a way that describes one another perfectly. When addressing intersectionality and Crenshaw's concept of pay gaps, Wong first introduces pay gaps between genders, then pay gaps between women who happen to be of color. All represent bias. However, when it comes to women of color, sexist as well as racist bias is demonstrated. Intersectionality is seen through *multiple* biases, proving how these concepts connect. Wong's article brings a perspective to the conversation that ties various aspects together, which has left me wondering what other ways bias has resulted in intersectionality.

Wong, Cori . "Changing Organizational Culture: From Embedded Bias to Equity & Inclusion."  
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