

Iris Bohnet

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Education

1997 Doctor in economics (Dr.oec.publ., summa cum laude)
University of Zurich, Switzerland
1992 Masters Degree in economic history, economics and political science
(lic.phil.I)
University of Zurich, Switzerland
1986 Matura, Kantonsschule Reussbühl

Research Interests

Behavioral Economics, Gender, Organizations, Trust

Academic Positions

2018 – present Albert Pratt Professor of Business and Government
Harvard Kennedy School
2018 – 2021 Academic Dean
Harvard Kennedy School
2016 Visiting Professor
Harvard Business School
2015 Visiting Professor
University of Sydney
2011 – 2014 Academic Dean
Harvard Kennedy School
2006 – 2017 Professor of Public Policy
Harvard Kennedy School
2003 – 2006 Associate Professor of Public Policy
Harvard Kennedy School
1998 – 2003 Assistant Professor of Public Policy
Harvard Kennedy School
1997 – 1998 Visiting Scholar
Haas School of Business, University of California at Berkeley

Professional Responsibilities

Director Social Sciences, Harvard Radcliffe Institute (2024-present)
Women and Public Policy Program, HKS (2007-2018)
Co-Director Women and Public Policy Program, HKS (2018-present)
Faculty chair “Global Leadership and Public Policy for the 21st Century” executive
program for the WEF Young Global Leaders, HKS (2007-2018)

Faculty Co-Chair	“Global Leadership and Public Policy for the 21 st Century” executive program for the WEF Young Global Leaders, HKS (2018-2024) Advanced Leadership Initiative, Harvard University (2014-2018) Behavioral Insights Group, HKS (2013-2018)
Co-Chair	Global Future Council on Behavioral Science, WEF (2016-2018)
Vice-Chair	Program on Negotiation, Harvard Law School (2005-2011)
Faculty Associate	Center for Business and Government, HKS Center for Basic Research in the Social Sciences, Harvard University Center for Research in Economics, Management and the Arts, Basel Center for Public Leadership, HKS
Member of the board	Müller-Möhl Foundation (2023-present) MBA for Women Foundation (2018-present) Credit Suisse Group (2012-2023) Applied (2016-2019) University of Luzern, Switzerland (2014-2016) Graduate Institute for International and Development Studies, Geneva, Switzerland (2003-2012) Economic Science Association (2003-2005)
Associate editor	Review of Economics and Statistics (concluded)
Member of the editorial board	Review of Law and Economics (concluded) Journal für Betriebswirtschaft (concluded) Decision Making and Negotiations Journal (concluded)
Member of the advisory board	Generation CEO EDGE, Economic Dividends for Gender Equality The Behavioural Insights Team We Shape Tech Global Institute for Women’s Leadership, King’s College London Radcliffe Institute Dean’s Advisory Council Publicis Groupe (2020-2023) University of Zurich, UMZH (2020-2022) GenEquality (2018-2020) Vienna University of Economics and Business Administration (2006-2012)
Advisor	UN Secretary-General/Deputy Secretary-General: Gender Equality Acceleration Plan (2024-present) UK Government Equalities Office (2016-present) G7 Gender Equality Advisory Council (2021) Snap Inc. Academic and Industry Think Tank Working Group (2020-2022)
Patron	Women in Banking and Finance (2017-present)
Member	Global Agenda Council on Behavior, World Economic Forum (2015-2016) Global Agenda Council on Women’s Empowerment, World Economic Forum (2008-2014)
Honorary Degrees	
2024	Dr. Honoris Causa, University of Zurich
2022	Dr. Honoris Causa, Stockholm School of Economics
2016	Dr. Honoris Causa, University of Luzern

Grants and Awards

2025	Pivotal Ventures (grant for research on gender and work)
2024	Distinguished Affiliated Professor, Technical University Munich
2021	G7 Gender Equality Advisory Council
2021	Most Influential Academics in Government, Apolitical
2020	Most Influential Academics in Government, Apolitical
2019	Gender Equality Top 20 in Academia, Most Influential People in Gender Policy, Apolitical
2018	Gender Equality Top 20 in Academia, Most Influential People in Gender Policy, Apolitical
2017	Pivotal Ventures (grant for research on gender and technology)
2016	Best book lists: Financial Times, Forbes, LinkedIn, New Scientist, Quartz, 800-CEO-Read, Times Higher Education, Washington Post, Weltwoche
2016 - 2019	Leading Thinker, VicHealth
2012	Julius Adams Stratton Prize for Intercultural Achievement
2010 - 2016	Exxon Mobil Foundation's Educating Women and Girls Initiative (grant for research on gender equality nudges)
2008 - 2011	Multidisciplinary University Research Initiative: Dynamic Models of the Effect of Culture on Collaboration and Negotiation (grant for research on culture, gender and negotiation in the Middle East)
2007	Program on Negotiation (grant for third conference on "Gender and Negotiation") Women and Public Policy Program (grant for third conference on "Gender and Negotiation")
2005	Provost's Fund for Interfaculty Collaboration, Harvard University (grant for second research seminar on "Gender and Negotiation"). Women and Public Policy Program, Kennedy School of Government (grant for research on gender and cooperation).
2004	Provost's Fund for Interfaculty Collaboration, Harvard University (grant for first research seminar on "Gender and Negotiation"). Kuwait Fund, Kennedy School of Government (grant for research on trust and betrayal in the Islamic world). Kokkalis Program, Kennedy School of Government (grant for research on trust in Turkey) Program on Negotiation, Harvard University (grant for research on trust and institutions).
2003	TESS (Time-sharing Experiments in the Social Sciences), National Science Foundation (grant for research on trust using a representative sample). Program on Negotiation, Harvard University (grant for research on trust and loss aversion). Kuwait Fund, Kennedy School of Government (grant for research on trust and culture in the Gulf region).
2002	Women and Public Policy Program, Kennedy School of Government (grant for research on trust and gender). Radcliffe Institute for Advanced Studies (grant for a conference on trust and institutions).
2001	Russell Sage Foundation (grant for research on trust and institutions).

2000	Center for Public Leadership, Kennedy School of Government (grant for research on trust in South Africa, Russia and the United States).
2000	Visions of Governance for the 21 st Century Project (grant for research on incentives and work performance).
1998//01/03	Kennedy School of Government Dean's Research Fund (grants for experiments on cooperation and sorting; trust and gender; decision theory and trust).
1997	Swiss National Science Foundation (grant for research on cooperation and fairness).

Teaching

Degree and Executive Programs

2022 – present	Behavioral Science for Inclusive Organizations
2016 – 2018	Behavioral Economics for Inclusive Organizations
2016 – present	Designing Diversity and Inclusion
2010 – 2011	Closing the Global Gender Gap
2007 – 2022	Faculty chair, Global Leadership and Public Policy for the 21 st Century executive program for the World Economic Forum's Young Global Leaders
1998 - present	Behavioral Decision Analysis and Game Theory
1998 - present	Negotiation Analysis

PhD students (current and former)

Mohamad Al-Issis; Katie Baldiga Coffman; Jeffrey Bielicki; Fiona Greig; Kessely Hong; Kelsey Jack; Ariella Kristal; Heidi Liu; Johanna Mollerstrom; Anna Gifty Opoku-Agyeman; Maliheh Paryavi; Farzad Saidi; Alexandra van Geen

Working Papers

1. Closing the Gender Gap in Re-Applications for Senior Roles (with Hui-Yih Chai, Oliver Hauser and Kim Louw).
2. Can Gender and Race Dynamics in Performance Appraisals be Disrupted? The Case of Social Influence (with Oliver Hauser and Ariella Kristal).
3. Making Workplace Fairness More Than Just Window Dressing (with Siri Chilazi and Makenna Walko)

Publications

1. To Make Your Workplace Fairer, Take Charge of Its Norms. *Harvard Business Review*, May 2, 2025 (with Siri Chilazi).
2. Behaviorally Designed Training Leads to More Diverse Hiring. *Science* 387 (6732), 2025: 364-366 (with Cansin Arslan, Edward Chang, Siri Chilazi and Oliver Hauser)
3. *Make Work Fair: Data-Driven Design for Real Results*. Harper Collins, 2025 (with Siri Chilazi).

4. Incorporating DEI into Decision-Making. *Harvard Business Review*, September 1, 2023 (with Edward Chang, Siri Chilazi, James Elfer, Cansin Arslan, Erika Kirgios and Oliver Hauser).
5. Behavioral Economics: Promoting Diversity, Equity and Inclusion Through Goal-Setting. In: Samson, Alain (ed.). *The Behavioral Economics Guide 2021*: 2-13 (with Siri Chilazi).
6. Foreword. In: Babcock, Linda and Sara Laschever. *Women Don't Ask: Negotiation and the Gender Divide*. Princeton University Press, 2021.
7. How to Best Use Data to Meet Your DE&I Goals. *Harvard Business Review*, December 3, 2020 (with Siri Chilazi).
8. "Overcoming the Small-N problem." In: Pedulla, David (ed.). *What Works: Evidence-Based Ideas to Increase Diversity, Equity, and Inclusion in the Workplace*, UMass Amherst: Center for Employment Equity, 2020 (with Siri Chilazi).
9. "Be like an orchestra: how to eliminate gender bias in venture capital funding." In: *Essays on Equality*. King's College London's Global Institute for Women's Leadership, 2019 (with Anisha Asundi, Siri Chilazi, and Lili Gil Valletta).
10. Tackling the Underrepresentation of Women in Media. *Harvard Business Review*, June 6, 2019 (with Aneeta Rattan, Siri Chilazi, and Oriane Georgeac).
11. Venture Capitalists Are Using the Wrong Tools to Improve Gender Diversity, *Behavioral Scientist*, March 12, 2019 (with Siri Chilazi and Anisha Asundi).
12. We can't get rid of bias—but we can disrupt it by design. *Evoke*, March 5, 2019.
13. "Informational Inequity Aversion and Performance." *Journal of Economic Behavior & Organization* 159, 2019: 181-191 (with Farzad Saidi).
14. "Descriptive Norms and Gender Diversity: Reactance from Men." *Journal of Behavioral Public Administration*, 2 (1), 2019 (with Maliheh Paryavi and Alexandra van Geen).
15. This is how companies can close the gender pay gap. *Financial Times*, April 1, 2018.
16. "Linda Babcock: Go-getter and Do-gooder." *Negotiation and Conflict Management Research*, 11 (2), 2018: 130-145 (with Max Bazerman, Hannah Riley Bowles and George Loewenstein).
17. Increasing Gender Diversity in the Boardroom: The United Kingdom in 2011 (A and B). Case Study. Boston. Harvard Business Publishing, 2017.
18. Tackling the 'Thin' File that Can Prevent a Promotion. *New York Times*, October 3, 2017.
19. Start-Ups Use Technology to Redesign the Hiring Process. *New York Times*, October 3, 2017.

20. Frauen, versteckt euch! *Frankfurter Allgemeine Zeitung*, September 8, 2017.
21. "Improving Outcomes in the Trust Game: The Games People Choose in Oman, the United States, and Vietnam." In: Van Lange, A.M., Bettina Rockenbach and Toshio Yamagishi. *Trust in Social Dilemmas*. Oxford: Oxford University Press, 2017. (with Benedikt Herrmann, Maliheh Paryavi, Anh Tran and Richard Zeckhauser).
22. *What Works: Gender Equality By Design*. Cambridge, MA: Harvard University Press, 2016. *Translated into German (2017), Spanish (2018), Japanese (2018), Korean (2019), Thai (2020), Mongolian (2023)*.
23. Gefahr für die Demokratie: Wie der Frust abgehängter weisser Männer den Populismus schürt. *WirtschaftsWoche*, August 19, 2016.
24. Interviewing Job Candidates? Try Doing It Blindly. *WIRED UK*, May 20, 2016.
25. How to Take the Bias Out of the Job Interviews. *Harvard Business Review*. April 18, 2016.
26. Equality Takes Work. *The Atlantic*, April 12, 2016.
27. "Risk Mitigation and Trust. Experimental Evidence from Jordan and the United States." *Journal of Economic Psychology* 53, 2016: 83-98 (with Mohamad Al-Ississ).
28. Mit Big Data zum perfekten Team. *WirtschaftsWoche*, March 22, 2016.
29. "When Performance Trumps Gender Bias. Joint Versus Separate Evaluation." *Management Science*, 62 (5), 2016: 1225-1234 (with Alexandra van Geen and Max Bazerman).
30. "Trust, Distrust and Bargaining." In: Bolton, Gary E. and Rachel T.A. Croson (eds.), *The Oxford Handbook of Economic Conflict Resolution*. Oxford: Oxford University Press, 2012, pp. 183-198 (with Stephan Meier).
31. "Overcoming Gender Bias Through Behavioral Science." In: Czerny, Steffi (ed.). *New Rules, New Values*. Muenchen: Hubert Burda Media, 2012, pp. 172-173.
32. "The Elasticity of Trust: How to Promote Trust in the Arab Middle East and in the United States" In: Kramer, R. and T. Pittinsky (eds.). *Restoring Trust*. Oxford: Oxford University Press, 2012, pp. 151-170 (with Benedikt Herrmann, Mohamad Al-Ississ, Andrea Robbett, Khalid Al-Yahya and Richard Zeckhauser).
33. "Ask What You Can Do." *Neue Zürcher Zeitung*, June 15, 2011.
34. "Gender Equality: A Nudge in the Right Direction." *The Financial Times*, October 13, 2010.
35. "Trust and the Reference Points for Trustworthiness in Gulf and Western Countries." *Quarterly Journal of Economics* CXXV (2), May 2010: 811-828 (with Benedikt Herrmann and Richard Zeckhauser)

36. "Exploring gendered behavior in the field with experiments: Why public goods are provided by women in a Nairobi slum." *Journal of Economic Behavior and Organization* 70(1), May 2009: 1-9 (with Fiona Greig).
37. "Experiments." In: Bearman, P. and P. Hedstrom (eds.). *The Oxford Handbook of Analytical Sociology*. Oxford: Oxford University Press, 2009, pp. 639-665.
38. "Fairness." In: Sander, David and Klaus R. Scherer (eds.). *The Oxford Companion to Emotion and the Affective Sciences*. Oxford: Oxford University Press, 2009, pp. 179-180 (with Stephan Meier).
39. "Benefiting from Reciprocity in Negotiation." *La Tribune*, June 17, 2009.
40. Gender and Negotiation. *Negotiation Journal*. Special Issue, October 2008 (guest editor, with Hannah Riley Bowles).
41. "Betrayal Aversion: Evidence from Brazil, China, Oman, Switzerland, Turkey, and the United States." *American Economic Review* 98(1), March 2008: 294-310 (with Fiona Greig, Benedikt Herrmann and Richard Zeckhauser)
42. "Is There Reciprocity in a Reciprocal-Exchange Economy? Evidence of Gendered Norms from a Slum in Nairobi, Kenya." *Economic Inquiry* 46(1), January 2008: 77-83 (with Fiona Greig)
43. "Trust in experiments." In: Durlauf, S.N. and L.E. Blume (eds.). *The New Palgrave Dictionary of Economics*. Second Edition. Palgrave Macmillan, 2008. The New Palgrave Dictionary of Economics Online.
44. "Gender in Negotiation." Introduction to special issue. *Negotiation Journal* 24(4), 2008, pp. 389-392.
45. "Pushing for Better Results." *Negotiation* 11(8), Program on Negotiation, 2008, p. 8.
46. "Status and Distrust: The Relevance of Inequality and Betrayal Aversion." *Journal of Economic Psychology* 28, 2007: 197-213. (with Kessely Hong)
47. "Institutions and Trust: Implications for Preferences, Beliefs and Behavior." *Rationality and Society*, 19(1), February 2007: 99-135. (with Yael Baytelman)
48. "Why Women and Men Trust Others." In: Frey, Bruno S. and Alois Stutzer (eds.). *Economics and Psychology*. Cambridge, MA: MIT Press, 2007, pp. 89-110.
49. "Gender Matters in Workplace Decisions." *Negotiation* 10(4), Program on Negotiation, 2007, pp. 4-6 (with Fiona Greig).
50. "Decomposing Trust and Trustworthiness." *Experimental Economics*, Special Issue on Behavioral Economics, 9(3), September 2006, pp. 193-208. (with Nava Ashraf and Nikita Piankov)

51. "How Institutions Affect Behavior: Insights from Economics and Psychology." In: De Cremer, David, Marcel Zeelenberg and Keith J. Murnighan (eds.). *Social Psychology and Economics*. London: Lawrence Erlbaum, 2006, pp. 213-238.
52. "What to Do When They Say "Not in My Backyard!" *Negotiation* 9(8), Program on Negotiation, 2006, pp. 6-9.
53. "How Much Should You Trust?" *Negotiation* 9(3), Harvard Business School Publishing and Program on Negotiation, 2006, pp. 7-9. (with Stephan Meier)
54. "Learning Trust," *Journal of the European Economic Association* 3(2-3), April-May 2005, pp. 322-329. (with Heike Harmgart, Steffen Huck and Jean-Robert Tyran)
55. "Compensating the Cooperators: Is Sorting in the Prisoner's Dilemma Possible?" *Journal of Economic Behavior and Organization* 56(1), 2005, pp. 61-76. (with Dorothea Kübler)
56. "Status Anxiety." *Negotiation* 8(11), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 4-6.
57. "Did You Give at the Office? Leveraging the Power of Reciprocity." *Negotiation* 8(7), Harvard Business School Publishing and Program on Negotiation, 2005, pp. 7-9.
58. "Trust and Trustworthiness." Introduction to Special Issue. *Journal of Economic Behavior and Organization*, 55(4), December 2004, pp. 443-445. (And guest editor, with Rachel Croson)
59. "Social Comparisons in Ultimatum Bargaining." *Scandinavian Journal of Economics*, Special Issue on Behavioral Economics, 106(3), 2004, pp. 495-510. (with Richard Zeckhauser)
60. "Trust, Risk and Betrayal." *Journal of Economic Behavior and Organization* 55(4), 2004, pp. 467-484. (with Richard Zeckhauser)
61. "The Payoff of Trust." *Negotiation* 7(7), Harvard Business School Publishing and Program on Negotiation, 2004, pp. 9-11.
62. "Vertrauen und Vertrauensbruch." *Im Brennpunkt*, No. 2, June 2004.
63. "Repetition and Reputation: Implications for Trust and Trustworthiness When Institutions Change." *American Economic Review* 94(2), May 2004, pp. 362-366. (with Steffen Huck)
64. "Instinct or Incentive to be Trustworthy? The Role of Informational Institutions." In: Holler, Manfred J., Hartmut Kliemt, Dieter Schmidtchen and Manfred Streit (eds.), *Jahrbuch für Neue Politische Ökonomie* 21, Tübingen: Mohr Siebeck, 2003, pp. 213-221. (with Steffen Huck and Jean-Robert Tyran)
65. "Does Performance Pay Perform? Conditions for Success in the Public Sector." In: Donahue, John and Joseph Nye (eds.). *For the People: Can We Fix Public Service?* Brookings, 2003,

- pp. 238-254. (with Susan Eaton)
66. "Die Ursachen für Vertrauen." *Basler Zeitung*, No. 71, March 25, 2002.
 67. "Führen heisst: Die Spielregeln bestimmen." In: Eidgenössisches Personalamt (ed.). *Führen lehren- Führen lernen*. Band 15. Bern: Eidgenössisches Personalamt 2002, pp. 53-57.
 68. "More Order with Less Law: On Contract Enforcement, Trust and Crowding." *American Political Science Review* 95(1), 2001, pp. 131-144. (with Bruno S. Frey and Steffen Huck)
 69. a. Reprinted: *Foundations of Law and Economics*, edited by Robert D. Cooter and Francesco Parisi, The International Library of Critical Writings in Economics, 2009.
 70. "Pay for Performance: Motivation and Selection Effects. In: Frey, Bruno and Margit Osterloh (eds.). *Successful Management by Motivation. Balancing Extrinsic and Intrinsic Incentives*. Berlin: Springer, 2001, pp. 119-139. (with Felix Oberholzer-Gee)
 71. "Recht und Vertrauen: Evolutionäre Spieltheorie in der Rechtswissenschaft". In: Usteri, Martin, Wolfgang Fikentscher and Wolfgang Wickler (eds.). *Gene, Kultur und Recht*. Schriften zur Rechtspsychologie, Band 5, Bern: Staempfli, 2000, pp. 61-78. (with Bruno S. Frey and Steffen Huck)
 72. "Leistungslohn: Motivations- und Selektionseffekte." *Zeitschrift Führung und Organisation* 69(2), 2000, pp.77-82. (with Felix Oberholzer-Gee)
 73. "Social Distance and Other-Regarding Behavior in Dictator Games: Comment." *American Economic Review* 89(1), 1999, pp. 335-340. (with Bruno S. Frey)
 74. "The Sound of Silence in Prisoner's Dilemma and Dictator Games." *Journal of Economic Behavior and Organization* 38, 1999, pp. 43-57. (with Bruno S. Frey)
 - a. Reprinted in: *Experimental Economics in Germany, Austria and Switzerland*, edited by Sadrieh Abdolkarim and Joachim Weimann. Marburg: Metropolis, 2008, pp. 191-206.
 75. "Solidarität durch Salienz." In: Gaertner, Wulf (ed.). *Wirtschaftsethische Perspektiven IV*. Berlin: Duncker&Humblot, 1998, pp. 173-194 (refereed).
 76. *Kooperation und Kommunikation. Eine ökonomische Analyse individueller Entscheidungen*. Tübingen: Mohr (Siebeck), 1997.
 77. "Fairness and Competence in Democratic Decisions." *Public Choice* 91(1), 1997, pp. 89-105. (with Bruno S. Frey and Felix Oberholzer-Gee)
 78. "Diskurs - die Protektion der Kommunikation." *Analyse und Kritik* 19(1), 1997, pp. 15-32.
 79. "Rent Leaving." *Journal of Institutional and Theoretical Economics* 153, 1997, pp. 711-721. (with Bruno S. Frey)
 80. "Identifikation als institutionelle Bedingung individueller Kooperation: Theorie und Experimente." In: Aufderheide, Detlef und Martin Dabrowski (eds.). *Wirtschaftsethik und*

Moralökonomik. Normen, soziale Ordnung und der Beitrag der Ökonomie. Berlin: Duncker&Humblot, 1997, pp. 235-258.

Recent Press Coverage (January 2025 – Present)

1. [Investors are still asking female founders about their future kids](#) Salon (May 2025)
2. [Moments that matter: How to bake fairness into the workplace](#) Harvard Kennedy School (May 2025)
3. [Fairness Makes for Meritocracy](#) Board Agenda (April 2025)
4. [Taking the Fight for Equality into the AI Era](#) Harvard Magazine (April 2025)
5. [Make Work Fair: 3 Proven Strategies to Combat the Myth of Meritocracy](#) Forbes (April 2025)
6. [6 Books for Building a Better Workplace](#) Next Big Idea Club (April 2025)
7. [Siri Chilazi on How to Make Work Fair](#) New America (April 2025)
8. [Make Work Fair: Data-Driven Design for Real Results](#) London Business School (March 2025)
9. [Why diversity programs haven't worked – and how to fix them](#) Harvard Kennedy School (March 2025)
10. [Filling the Gap](#) University of Zurich (March 2025)
11. [Harvard Professor Iris Bohnet on Fairness](#) Meikles & Dimes (March 2025)
12. [Work Isn't Fair—Here's How to Fix It | Iris Bohnet](#) Behavioral Grooves (March 2025)
13. [Review of Make Work Fair: Data-Driven Design for Real Results](#) MIT Sloan Management Review (March 2025)
14. [Why Gender Equality Efforts Fail – And How to Turn Things Around](#) Entrepreneur (March 2025)
15. [International Women's Day 2025: How To 'Accelerate Action'—And Fairly](#) Crowe (March 2025)
16. [How to make fairness work in the workplace](#) Harvard Kennedy School (March 2025)
17. [Why women hold back – and why we need a smarter approach to workplace promotions](#) The Chartered Management Institute (March 2025)
18. [Make Work Fair with Siri Chilazi](#) The Workplace Podcast (March 2025)
19. [After DEI backlash, embracing new ideas for fairness in the workplace](#) Salon h(March 2025)
20. [How to Level the Field - Data-Driven Fairness with Siri Chilazi](#) Transform Your Workplace (March 2025)
21. [Why workplace gender equality is stuck – and what HR must do](#) The People Space (March 2025)
22. [Workplace Fairness: Good Data Can Help You Manage The Balancing Act](#) Forbes (March 2025)
23. [In the US, DEI is under attack. But under a different name, it might live on](#) BBC News (March 2025)
24. [How to build workplaces where everyone can succeed](#) People Management (February 2025)
25. [Revolutionizing Fairness: A New Paradigm for DEI in the Workplace](#) Alumni Learning Consortium (February 2025)
26. [Best of HR books: February 2025](#) HR Magazine (February 2025)
27. [How to make work fair with practical and data-driven strategies](#) Fast Company (February 2025)
28. [The Strategy Skills Podcast: Senior Researcher at Harvard Kennedy School on 'Make Work Fair'](#) (February 2025)

29. [RTO mandates won't necessarily boost worker engagement — and might hurt it](#) Business Insider (February 2025)
30. [How more women can become CEOs \(Video\)](#) The Economist (February 2025)
31. [Building fair workplaces: Harvard experts share data-driven solutions](#) SYPartners (February 2025)
32. [How to Create Fair Workplaces Through Data-Driven Design](#) IVY (February 2025)
33. [Recommended Read: Make Work Fair: Data-Driven Design for Real Results | Iris Bohnet & Siri Chilazi](#) We Are The City (February 2025)
34. [Book Briefing: 'Make Work Fair' by Iris Bohnet and Siri Chilazi](#) Charter (February 2025)
35. ['We are concerned when we give up on fairness': the professors charting a new route for DEI](#) Financial Times (February 2025)
36. [New research shows that behaviorally designed diversity training works](#) Harvard Kennedy School (February 2025)
37. [If DEI Programs Aren't Effective, What Is?](#) HBR IdeaCast (February 2025)
38. [Sunday Book Review: February 9, 2025, The Business Fairness at Work Edition](#) JD Supra (February 2025)
39. [Use Continuous Calibration to Ensure a More Inclusive Workplace](#) SHRM (February 2025)
40. [Making Work Fair - a Candid Conversation with Siri Chilazi](#) Ellevest Podcast (February 2025)
41. [Is Gender Equity Dead?](#) Under the Influence with Jo Piazza (February 2025)
42. [Make Work Fair Introduction and the Myths We Need to Debunk with Iris Bohnet & Siri Chilazi](#) Women and Public Policy Program (February 2025)
43. [Getting to Yes, And... Siri Chilazi on 'Make Work Fair'](#) The Second City (February 2025)
44. [Data-Driven Design for a Fair Workplace](#) Next Big Idea Club (February 2025)
45. [How Zero-Sum Beliefs Get in the Way of Fairness](#) Behavioral Scientist (February 2025)
46. [Making Workplaces Fair by Design with Siri Chilazi](#) HR Data Labs (January 2025)
47. [3 questions with Prof. Iris Bohnet](#) EDGE (January 2025)
48. [How meritocracies make the rich richer](#) Salon (January 2025)
49. [Bosses are done caring how you feel](#) Business Insider (January 2025)
50. [Empowering Equity & Inclusivity in the Workplace](#) FUTUREPROOF. (January 2025)
51. [Making all Work Fair with Data-Driven Design](#) Anxiety at Work Podcast (January 2025)
52. [We can't "de-bias" our brains but we can change our systems](#) Big Think (January 2025)
53. [Making Work Fair – Siri Chilazi](#) Future of HR (January 2025)
54. [An Excerpt from Make Work Fair](#) Porchlight (January 2025)
55. [What is recency bias and why should you care?](#) Milkman Delivers (January 2025)
56. [Make Work Fair with Siri Chilazi](#) Your Working Life with Caroline Dowd-Higgins (January 2025)
57. [Job interviews are often full of biases. Here's how to hire the best person](#) Fast Company (January 2025)
58. [The companies fighting back against Trump's war on DEI](#) Business Insider (January 2025)
59. [Changes to diversity training lead to more inclusive recruitment](#) The University of Exeter (January 2025)
60. [Trump's Right: DEI Programs Don't Promote Fairness at Work. Here's What Will.](#) U.S. News and World Report (January 2025)
61. [Rethinking DEI Training? These Changes Can Bring Better Results](#) Harvard Business School Working Knowledge (January 2025)

62. [Business books: what to read this month](#) The Financial Times (January 2025)
63. [38 New Books to Start Your New Year](#) The Next Big Idea Book Club (January 2025)
64. [The 10 New Books to Feed Your Mind in 2025](#) Granted (January 2025)