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INCLUSIVENESS IN.ACTION™

Unconscious Bias Training


Facilitated by Carol Brown
Diversitas Consulting Ltd.

Introducing



Carol Brown



Webinar Toolbar

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What is bias?

Bias is a predetermined viewpoint about roles and behaviours of certain groups

Conscious Bias: We know we are prejudiced and others observe it in our behaviours

Unconscious Bias: We are unaware of our bias and we believe that we are acting objectively and fairly

DIVERSITAS

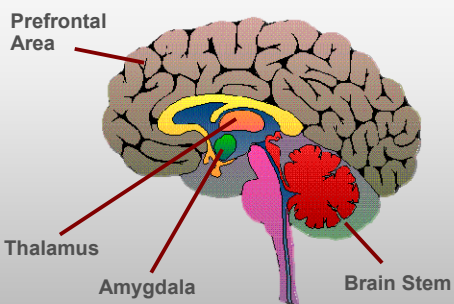
From Diverse Teams at Work, Gardenswartz & Rowe (SHRM, 2003) * Internal Dimensions and External Dimensions are adapted from Marilyn Loden and Judy Rosener, Workforce America! (Business One Irwin, 1991)

DIVERSITAS

Assumptions



THE HUMAN BRAIN



Workers of yesteryear



21ST CENTURY LEADERSHIP

20 TH CENTURY SCARCITY	21 ST CENTURY ABUNDANCE
<p>TOP-DOWN/ADMINISTRATIVE</p> <p>"TOP" INFORMATION SOURCE</p> <p>COMPETING</p> <p>SEARCHED FOR CREDENTIALS</p> <p>COMPANIONSHIP AND "LAWY"</p> <p>LEARNING WITH TECHNOLOGY + TOOLS</p> <p>MEASURING ACTIVITY</p>	<p>CHANGED PARADIGM</p> <p>COMMUNITY ORIENTED</p> <p>COLLABORATING</p> <p>TRUSTED FOR AUTHENTICITY AND EQUITY</p> <p>SHARED CONVERSATIONS</p> <p>INTEGRATING TOOLS AS ENHANCERS OF HUMAN WORK</p> <p>MEASURING IMPACT/OUTCOMES</p>

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Inclusiveness

(adjective – containing..... as part of the whole)



The active, intentional and ongoing engagement with a diverse workforce, customer base and other external stakeholders. Inclusiveness is a BEHAVIOUR

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In-group & out-group BEHAVIOUR

Powerful	Vulnerable
In-group	Out-group
<ul style="list-style-type: none"> Members seen as individuals Individual difference is accepted Positive information is remembered Work hard for in-group Prepared to make sacrifices for in-group <p>Invokes feelings of:</p> <ul style="list-style-type: none"> Trust Worth Self-esteem Security 	<ul style="list-style-type: none"> Members seen as homogenous Differences are minimised Less positive information is recalled Most likely to forget contribution Will not put in so much effort Less prepared to offer support <p>Invokes feelings of:</p> <ul style="list-style-type: none"> Anxiety Distrust Unfamiliarity Hostility


Source: B. Kandola "The Value of Difference" 2009 Pearn Kandola

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Individual strategies to overcome biases

- Acknowledge that we all have biases
- Learn to recognise your own biases
- Consciously act as if there is no bias
- Adopt slow thinking
- Recognise your tendency to fill in blanks with **your own assumptions**
- Be prepared to ask the right questions and **look for information** that **contradicts** your own perceptions
- Take time to **gather additional information** even if you think you know what you need to know.
- Make an effort to mix with people who are **different from you** and when you do, focus on what you have in common



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Thank you for your time

Q&A


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Introducing




Carol Brown



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Archive Access

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- This email will also have a link to an online evaluation form, please take a moment to fill this in as we use the feedback we get to enhance future webinars





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