

Unconscious Bias

-reducing unhelpful thinking patterns

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Unconscious Bias

Purpose

- What is Unconscious Bias
- How to reduce unhelpful thinking patterns

Length

15-mins

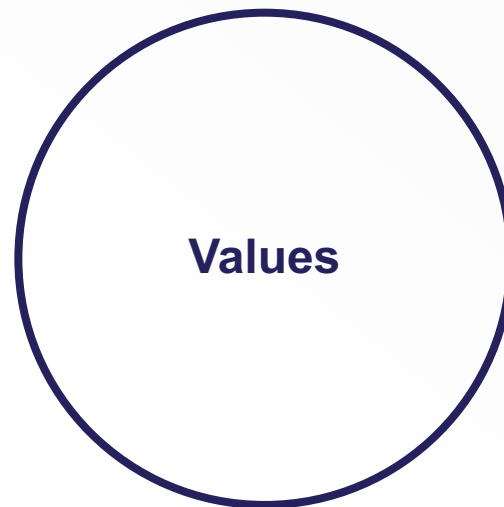
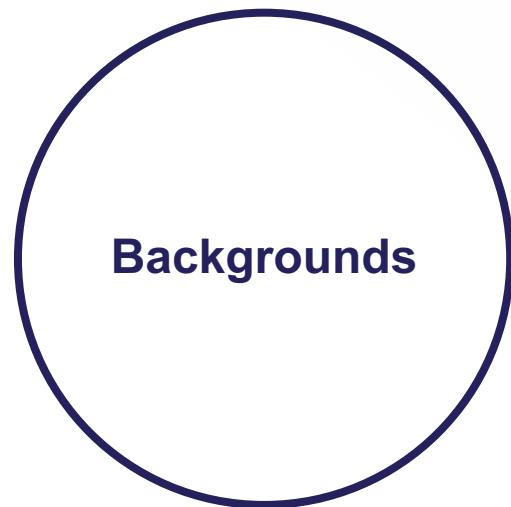


Visualise.....



Unconscious Bias

- Social stereotypes that we have and are unaware of
- We make decisions about other people and situations based on:



Detrimental effects of Unconscious Bias in the workplace



So what?

We can reduce the prevalence of bias in the workplace as well as lessen its negative effects:

Recruiting :

- How do you decide who is the right 'fit'?

For Promotion:

- How do you decide that this person has 'leadership potential'?

In planning:

- How often do you get people involved because they have diverse skills / perspectives?

In Ways of Working:

- How do you decide whether something is 'worth a try' or 'not the way we do things (aka, have always done things) here.'



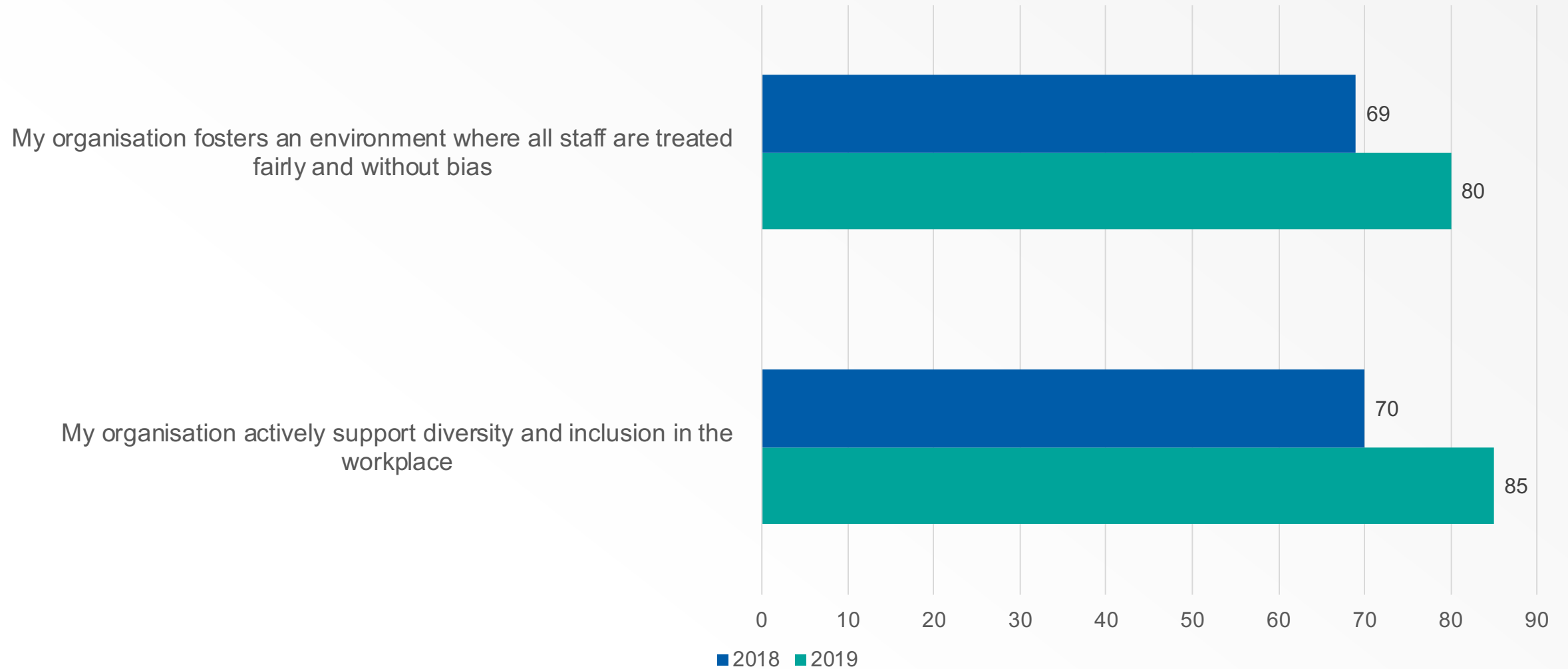
Reducing Bias in Meetings

In Team meetings:

- How do you prevent 'group think'?
 - How do you hear / and take on views that you had never thought of before?
 - How do you encourage diversity/ make it safe without making people the 'token' voice in the room expected to do all the advocacy.
- **Share an agenda**
 - Not only is this good meeting etiquette but also gets better contributions from introverts, analytical team members who prefer to spend time processing and reflecting before they respond
 - **Invite different perspectives to the table**
 - Focus on expertise, not rank
 - **Create the right atmosphere**
 - "Hang on a second – I want to make sure I understand and have captured what Fatima's point is before we add to it".



How our people feel at Monash Health



Thank you!