

dcm

Unconscious Bias

Members session



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About Me

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Overview

By the end of this session, you will understand the importance of being aware of our preconceptions when communicating in the workplace



An Introduction to Equality, Diversity & Inclusion

- Everyone has the right to feel valued and respected
- In an effective workforce it's important that all employees have a sense of self-worth and feel appreciated by their team and leaders.
- A sense of dignity can be achieved with a supportive network in place
- Compromising an employee's dignity can have detrimental effects on individuals, as well as on entire teams and the reputation of a whole organisation in general
- Employers have a duty to ensure a safe and respectful working environment, where no member of staff feels threatened, intimidated or discriminated against for any reason
- All organisations should have their own Dignity at Work Policy, which outlines their code of conduct and the accompanying procedure to prevent harassment and bullying.

	Discrimination	Description	dcm
	Direct	Treating someone less favourably than another person because of a particular characteristic they possess/category of society they sit in	
	Indirect	Having a rule/policy/ condition in place that applies to everyone and disadvantages someone who possesses a particular characteristic or sits in a particular category in society	
	Perceptive	Directly discriminating against someone because you/ others think negatively about a particular characteristic they possess /category of society they sit in	

Understanding Unconscious Bias

Where there is affinity between people, they will tend to make more eye contact, allow each other room to speak, and listen to one another. Where there is not an affinity we may talk over another person or not listen properly to the points they make. These micro-inequities and micro-affirmations can make a workplace seem welcoming and full of opportunity for one person, while another feels ignored or overlooked.

In some ways, being biased is part of human nature. It's natural to feel affinity with people who are like us, but what about the people who are not?

When we are thinking clearly about our decisions we can overcome this bias.

But we are not thinking clearly when we are: stressed, under time pressure or rushing, angry, upset and emotional, physically tired, relying on impulses and habits

Then, we are less likely to recognise that bias is happening.

01

Have you ever ran late for a meeting and then blamed it on public transport but when it is someone else blame it on their poor timekeeping? The fundamental attribution error we usually make is to assign external reasons for our own behaviour, but internal motives for others

02

The halo effect is when we are far kinder judges of people if we find them attractive. There is no correlation between beauty and any other ability or personality trait we do tend to believe that attractive people are kinder and more intelligent. Height also comes into this..... researchers have found that a person's height influences how capable and intelligent we think they are.

03

The confirmation bias – if we hold a particular belief about someone, we will look for evidence that supports our theory, while conveniently ignoring any facts that don't fit. If we believe that someone is lazy we will spend more time thinking about and discussing the times they didn't wash up than all the times they emptied the bins

04

Implicit association – Researchers have studied how we make mental connections between certain positive and negative words and pictures of different people – for example old or young, white or black, male or female – betraying racism, sexism and other stereotypes

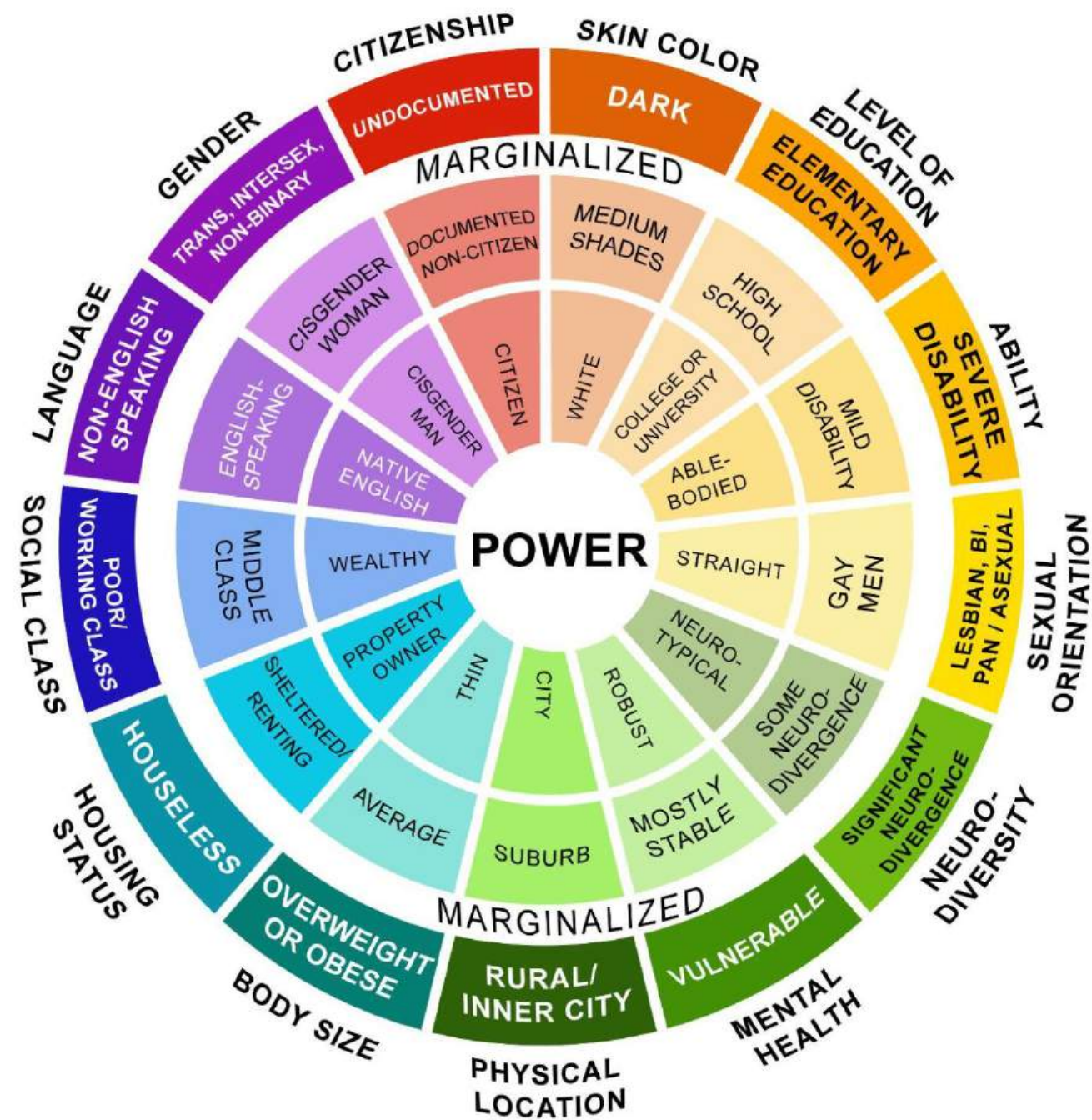
05

The “just world” phenomenon – We tend to believe that people get what they deserve. So strong is our need to believe in the moral order of the universe that we may actually look for evidence that a victim of a crime had done something to warrant their bad luck

06

The “black sheep” effect – We are harsher critics when we are judging people who belong to the same group as us if we think they have acted in a way that might harm the group. This bias allows us to protect the group at the expense of the “black sheep”

Social Location: Power and Privilege





Exercise

Self Reflection

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QUESTIONS & ANSWERS?

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