



FORWARD TOGETHER

**Unconscious Bias
and Privilege
What's it all about?**

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Unconscious Bias and Privilege

At the end of this session, you will:

- Appreciate what unconscious bias is and how it can affect our lives, including work and decision making
- Have an awareness of what the term 'privilege' means and how you can use it in a positive way

Equality Diversity and Inclusion



First, a quick reminder, what's it all about?

Equality



Ensuring individuals or groups of individuals are not treated differently or less favourably, based on their specific protected characteristic

It's about treating people fairly and with respect

Giving people an equal opportunity and recognising the needs of individuals wherever we can

Barriers to equality



Diversity

Accepting that we are all different with diverse backgrounds and different skills, knowledge and life experiences to share and offer

Valuing peoples' differences and treating people in a way that they wish to be treated

All contributes towards an inclusive culture, both for our colleagues and customers



Why's it so important?

What do you see?



Inclusion

Meeting the needs of different people and taking action to create environments where everyone feels respected and welcome

Offering customers different ways to get involved with our business and helping to shape services to be customer friendly and accessible to all communities

Creating an inclusive workplace for colleagues, with respect and dignity for each other, giving a sense of purpose, belonging and well-being



The protected characteristics

Age

Disability

Sex

Gender reassignment

Race

Sexual orientation

Religion or belief

Marriage and civil partnership

Pregnancy and maternity



Why is it so important?

It's the law!

Having a diverse workforce leads to a culture of inclusion and a progressive mind set

Helps people reach their potential and adds new skills and life experiences to teams

Different viewpoints = more progressive organisation = more inclusive and accessible services for our customers



The business case for ED&I



Risks

Costs of replacing individuals who leave due to discrimination and lack of opportunities

Reduced productivity due to low morale and absenteeism

Legal costs and damage to reputation

Poor customer image and relationships

Unconscious Bias

We all have it!



What is unconscious bias?

Attitudes and assumptions that we subconsciously make about people we encounter in our day-to-day life

Often formed during childhood and influenced by our social, cultural, and personal experiences and backgrounds - can be around PCs such as gender, race, age, religion, disability, gender identity and sexual orientation etc

Even though these biased perceptions are often accidental and go unnoticed, they have the potential to affect actions and decisions and can even cause microaggressions and discrimination

Importance of being aware

Can help you overcome your own unconscious biases, making you become a more inclusive friend, co-worker and ally

Can help you identify whether you or somebody else is a victim of unconscious bias and other forms of prejudice and discrimination

Can give you the confidence to speak up and educate others on their biased behaviour and thought processes

Why it's bad for workplaces

Discrimination is bad news for workplaces as it can impact every aspect of workplace culture:

- Recruitment practices
- Promotions
- Productivity
- Attendance/sickness
- Overall wellbeing and morale of employees
- Perception surveys



TYPES OF UNCONSCIOUS BIAS



Affinity Bias

Feeling a connection to those similar to us



Perception Bias

Stereotypes and assumptions about different groups



Halo Effect

Projecting positive qualities onto people without actually knowing them



Confirmation Bias

Looking to confirm our own opinions and pre-existing ideas.



How to overcome it

Be honest with yourself!

Accepting that unconscious bias is a common issue and is altering your perception of those around you is the first step to overcoming it

Have open conversations with those around you about any biases you or they may have. Communicating with others can both help you identify your own biases but also those from others in external situations which you may not have considered before

Educate yourself. Researching UB and understanding its many forms may make it easier for you to recognise it in your social circles

Privilege

Hearing the word 'privilege' can make people feel uncomfortable

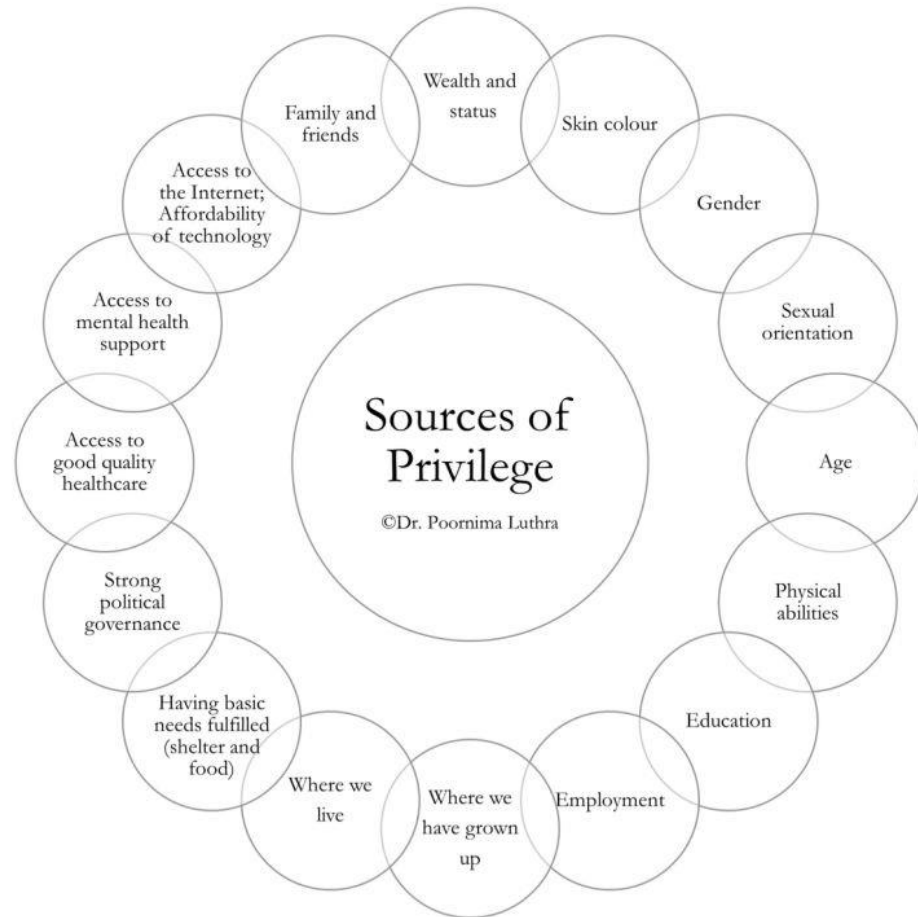
It's often associated with shame or guilt for who we are, what we have and our life experiences

Privilege comes from all the things we don't need to worry about or consider when making choices or decisions

Privilege is assuming something isn't a problem/issue because it isn't a problem for **us**

Privilege exists when we benefit from structures and systems that we may not have built ourselves, but that favour us and not others

Sources of privilege



Look at these sources of privilege opposite

How many benefit you?

How to use your privilege

Self-Reflection to Address Your Privilege - a great way to understand your privilege because you can connect your individual lived experiences to larger systemic realities

Acknowledge Your Privilege in Conversations - when it comes to using your privilege to help others, you can probably imagine many ways to do good, but often those with privilege fail to recognise how much harm they can do when they don't think critically enough about the power they hold

For example, if you are a cisgender, white man and find yourself in a discussion about societal issues with someone who identifies as an ethnically diverse, nonbinary person, you can acknowledge that your gender and race affords you certain privileges in society

How to use your privilege

Acknowledge your privilege - you can limit the possibility of invalidating the other person's life experiences or silencing them altogether

It shows self-awareness, empathy and compassion to those who may be marginalised

Having privilege in one area can lessen the oppression you face in another. For example, white trans people face less oppression than trans people who are also ethnically diverse

A white woman who has no disabilities or impairments may face fewer barriers or disadvantages than a white man who has a disability

Homework!!! Read up on



Unconscious bias

Privilege and how it is affected by intersectionality

Thank you for listening

