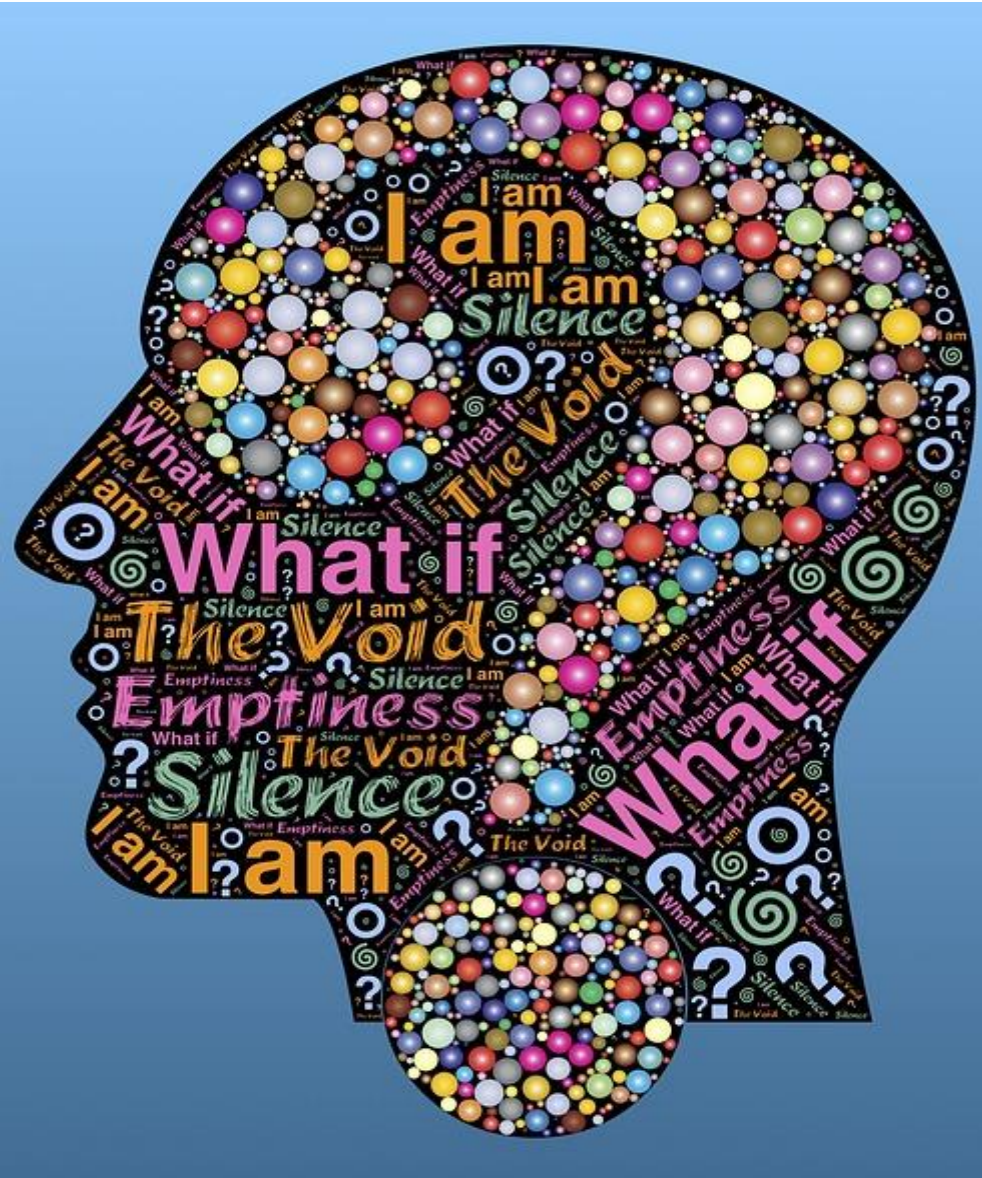


Exploring unconscious bias in the workplace

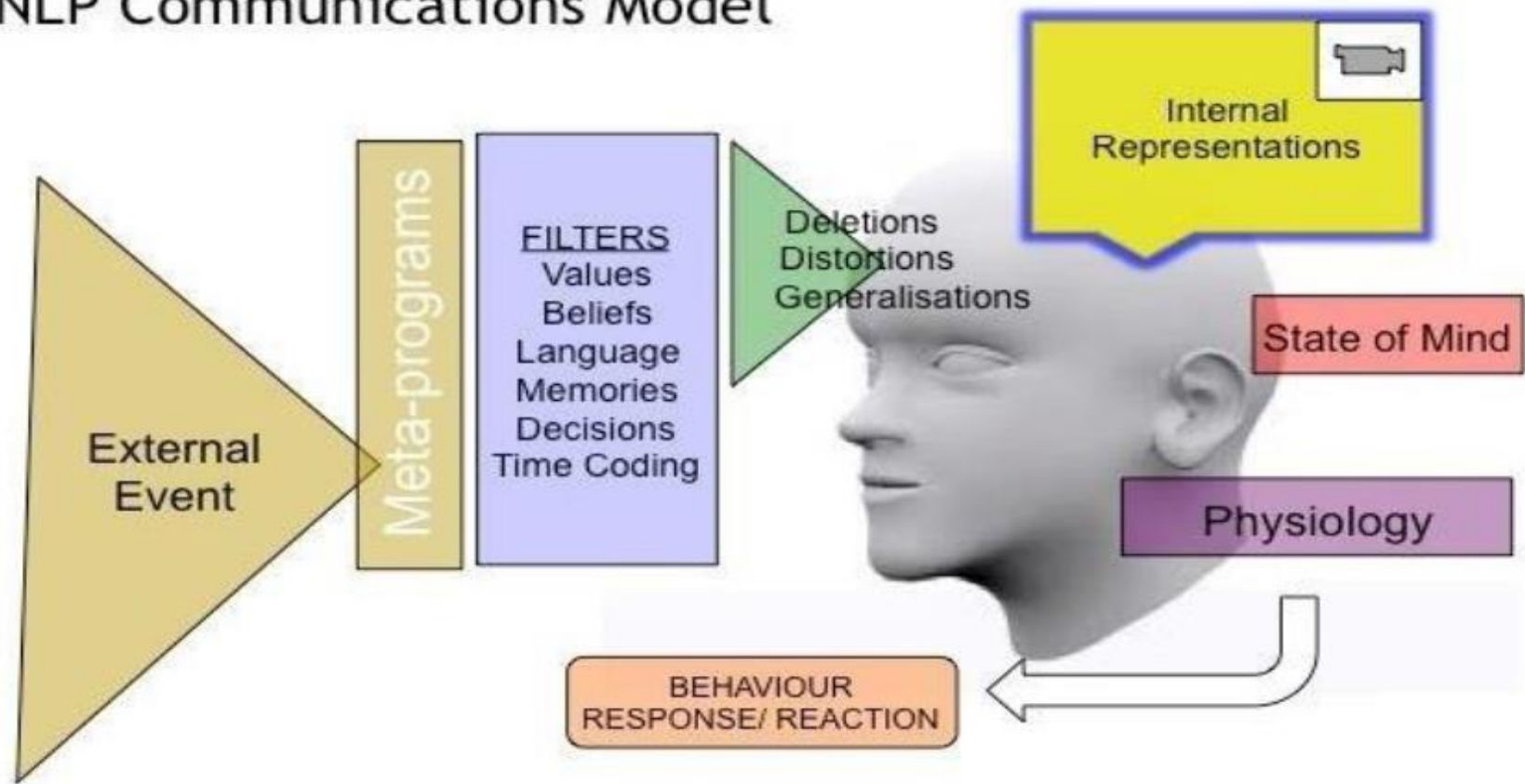
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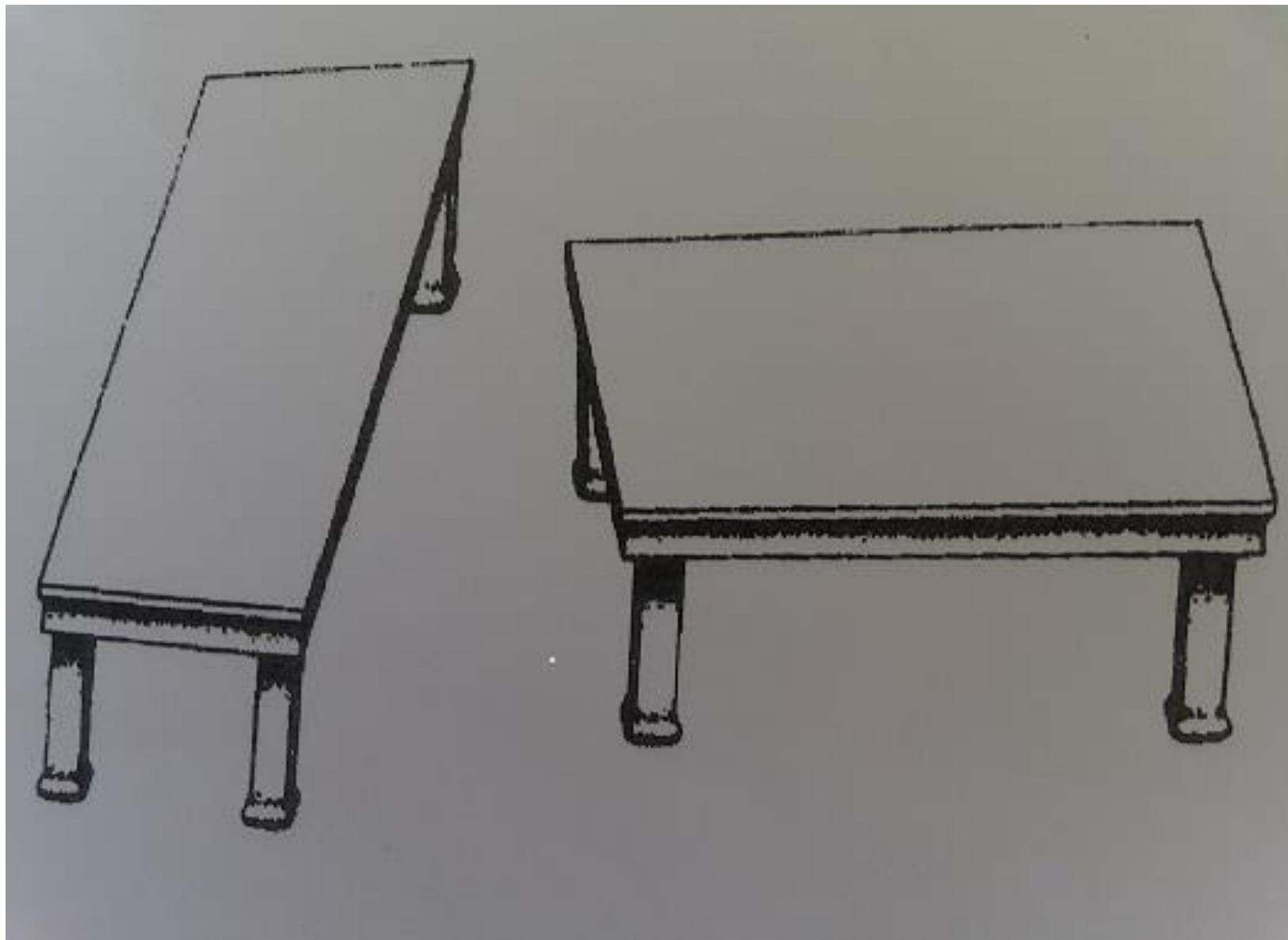
Two systems for thinking:

- **Conscious** or explicit thinking
- **Unconscious** or implicit thinking

The NLP Communications Model



Compare these two table tops. What do you see?





**What
colour is
this dress?**

The bias in unconscious thinking:

- **Make the world look like me**
- **Shifting criteria**
- **Tell me I'm right**
- **Implicit stereotypes**
- **We're all biased**

Why address unconscious bias?

- **Attract & retain talent**
- **Improve access to target markets**
- **Minimise legal risk**
 - **Equity & human rights**
 - **Minimise risk**

Strategies to address unconscious bias?

- **Scrutinise all aspects of employment lifecycle**
- **Analysis & awareness raising**
- **Networks identify champions & advocates**

[Project Implicit tests are online free at \[www.implicit.harvard.edu/implicit/demo\]\(http://www.implicit.harvard.edu/implicit/demo\)](http://www.implicit.harvard.edu/implicit/demo)

**Thank
you**