

Tips for Interrupting Your Bias



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What Can You do?

Take time to make decisions

Consider the reasons behind your thoughts and feelings about an individual or situation and take into account all available information before making a decision.

Involve others

We don't know our own unconscious biases. If we did, they wouldn't be unconscious. That means it can be tricky to pick up on. It's best to involve other people who might have a different background or view to yours. Discuss your thoughts around a decision with them. If you are challenged on your point of view or logic, you can then reflect on how you formed that view, whether any assumptions were made and what bias might be informing any assumptions.





What Can You do?

Be Aware

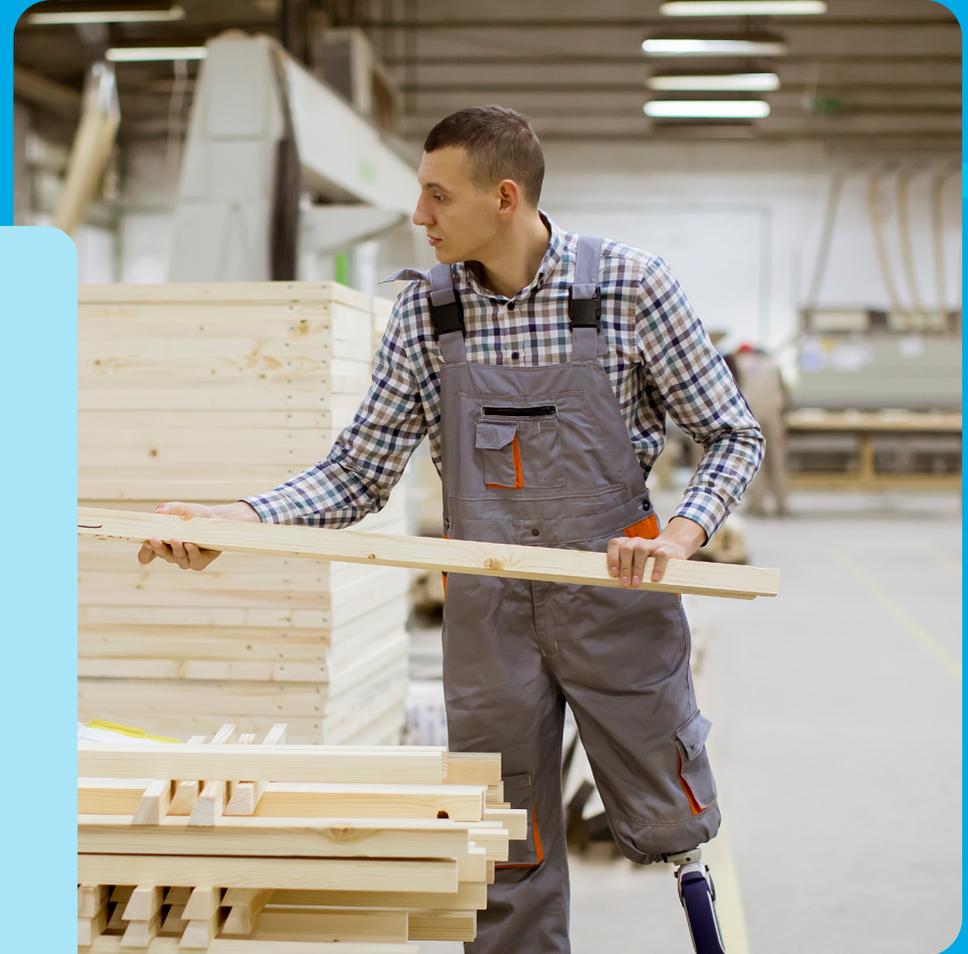
We all have a tendency to gravitate to the familiar and comfortable. By being aware of your bias you can reduce the reliance on personal judgement, stereotypes and assumptions.

Be open and curious

We often avoid what we don't understand or fear. By being curious and open to learning about difference you can become comfortable and make better informed decisions.

Check others

Commit to helping others improve their awareness by having respectful conversations when potential unconscious bias is observed.



? What Can You do?

Be empathic

Often we 'listen to respond' instead of 'listening to understand'. When we listen to respond we are forming our response as the other person is talking, which prevents us from taking in all of the information.

Listening to understand what is said and what may be unsaid can help us to empathise with others.

Be mindful

When we are stressed and overwhelmed we can revert to decisions or ways of doing things that feel easy and familiar. By reducing stress, you are less likely to make biased decisions.



Our unconscious bias can be a **significant barrier for people with disability**. We need to remove assumptions, personal judgements and fear from the decisions we make. **Don't assume what someone with a disability can and can't do**, or assess based on how the role is traditionally performed, focus on the desired outcome, and understand how the individual would achieve this.

Be a part of the **bigger picture**
and learn how to be more inclusive
of people with disability with the
Recruitable resources.

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