

QC63 Diversity and Equity for Workplace Wellbeing

Commented [LF1]: Leisa reviewed and added space, changed " quotes to singles.

Transcript 5: I'm not biased! Part 2

Vimeo link	https://vimeo.com/1157378563/b90acd4d83
Rachel	Oh, thanks for giving that a go Ken. So, I can tell you that almost everyone that does this activity groups the shapes in exactly the same way you did by putting like with like. Looking for patterns is normal part of human behaviour. It's part of how we learn and make sense of the world.
Ken	Yeah, I mean, I've seen my nephew do the same sort of thing with sorting games.
Rachel	Exactly. From childhood we are socialised with that bias to seek out sameness. But there can be pitfalls. You see those automatic ways of thinking can be great shortcuts for quick decision-making, but they can also lead to distorted thinking, flawed analysis, and unfair outcomes. And often we don't even know we're doing it.
Ken	But what does that have to do with the sorting game?
Rachel	Well, you might feel confident you sorted them 'correctly' but is there a possibility you haven't?
Ken	What do you mean?
Rachel	Well – did you consider intentionally making a mixed group?
Ken	I just put them in groups like you told me to.
Rachel	Well, that's totally fair. But notice - I never said the groups had to be based on similarity – and you didn't ask for clarification. You drew on past experience, and that shaped your thinking.
Ken	I feel like you got me on a technicality!
Rachel	Well, maybe. But it's a useful one. Imagine those shapes were your team members. If we unconsciously group similar people together - say, for a project - we might miss out on a diversity of perspectives. And those left out lose a chance to contribute.
Ken	If I don't even know I'm doing this, what can I possibly do about it?
Rachel	Well, your curiosity and willingness to learn about it will really help, because being aware is the first step.
Ken	(nods as if to say 'go on')
Rachel	You see, our brains have evolved to be efficient. We make quick judgments all the time. That's where unconscious bias comes in. Have you ever heard of it?

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