



## What does the EEO Trust do?

### Accept Diversity in the Workplace

Employing and promoting on merit regardless of lifestyle, literacy skills or personal beliefs

- Gender/Men
- Sexuality
- Mental Illness
- Literacy
- Numeracy
- Leadership

### Engage All Ages of Work

Engage a range of ages in order to retain mature employees as well as engaging younger workers

- Ageing workforce
- Cadetship
- Apprenticeships
- Gen Y

### Prevent Workplace bullying

Prevent bullying and harassment through a work culture and policy that ensures it isn't accepted

- Bullying
- Harrassment

### Balance Work & Life

Promote work and life balance

- Parental leave
- Flexibility
- Wellness

### Empower Women in Business

Education about unconscious bias and empowering women through career pipeline, seeking promotions and gender pay equity

- Women on boards
- Entrepreneurs

### Respect Disability in the Workplace

Respecting the growing number of qualified people with a disability who are seeking work

- Disability
- Equity
- Accessibility

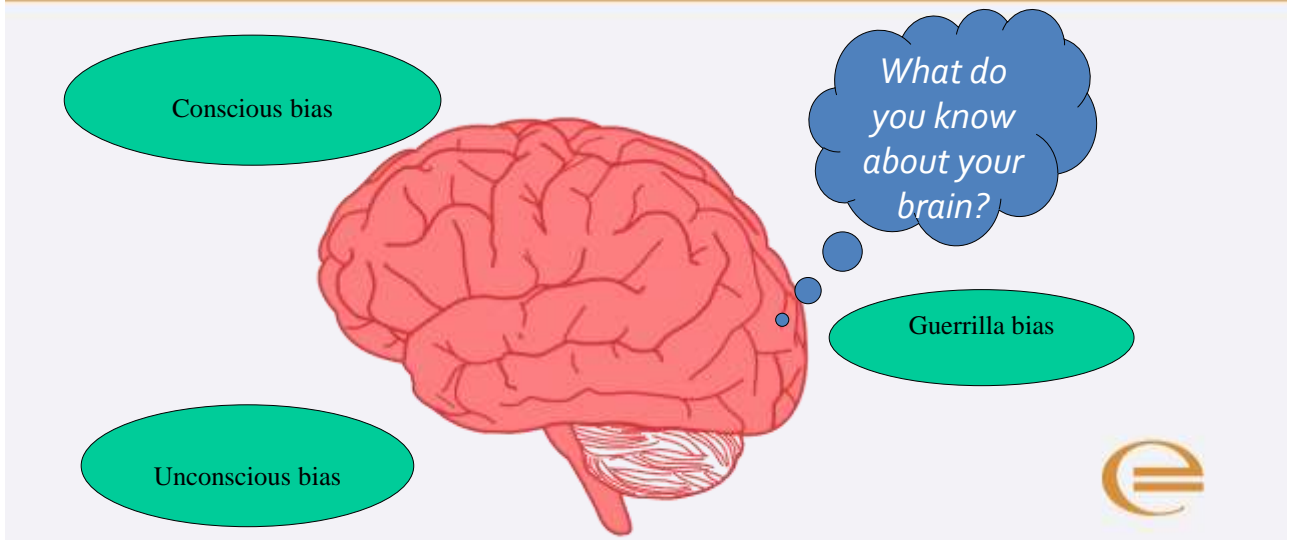
### Value Culture in the Workplace

To value migrant employees and urges businesses to avoid bias by understanding what different cultures

Ethnicity



## What is bias?



## Understanding our unconscious bias

### Illustrative exercise:

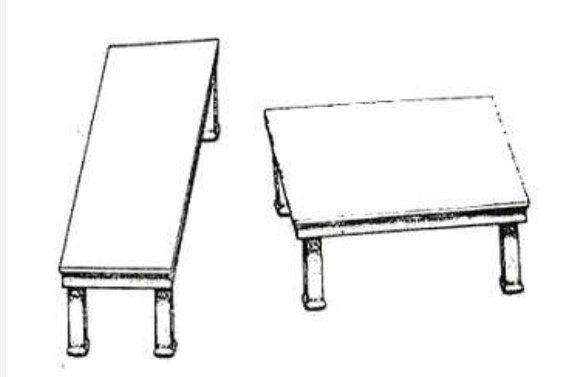
A man and his son are involved in a car crash. The man is killed and his son survives and is taken to hospital. On arriving at hospital the boy is taken into surgery and on seeing the boy the surgeon announces that they are unable to operate as they are related to the boy.

The surgeon is the boy's mother.

What was your initial assumption? If it was that the surgeon was male and your brain was confused as the father had been killed in the accident then you are with the majority and have just displayed your unconscious bias.



## Exercises of the unconscious



## Getting to grips with bias

### Seven step process for identifying and managing bias

1. Recognise that you have biases.
2. Identify what those biases are.
3. Dissect your biases.
4. Decide which of your biases you will address first.
5. Look for common interest groups.
6. Get rid of your biases.
7. Be mindful of bias kick back.



## Business examples



<http://vimeo.com/73253137>



## Reducing bias in the recruitment process

- Learn about and discuss research on biases and assumptions, consciously strive to minimise their influence on the evaluation of candidates
- Develop strict criteria for evaluating and interviewing candidates and apply them consistently to all applicants
- Spend sufficient time (15–20 minutes) evaluating each applicant
- Evaluate each candidate's entire application and don't depend too heavily on just one element of the application
- Be able to defend every decision made when rejecting or retaining a candidate



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