

Equity, Diversity & Inclusion

Training themes:

- Exclusion
- Assumptions
- Unconscious bias

Select one of these topics to explore in relation to the workplace. Tick the topic selected

Exclusion

When have you felt excluded, or seen someone else excluded?

Think of an example.

Assumptions

When have you made an assumption about someone, or had an assumption made about you?

Think of an example.

Unconscious bias

When have you made or experienced conscious or unconscious bias in decision making?

Think of an example.

1. Individually reflect & answer:

Describe the example:

How did it make you and/or others feel?

What were the consequences and/or impacts?

2. Discuss examples in groups of 2-3

3. Brainstorm and discuss ways to avoid the situation in the example

1) **Individually reflect on examples** of exclusion, assumptions or unconscious bias

Your choice:

A) Reflect on an example provided

B) Reflect on examples you have seen or experienced

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Your choice:

A) Reflect on an example provided

B) Reflect on examples you have seen or experienced

2) **Discuss in groups 2-3** (or have more reflection time if on zoom!)

1) **Individually reflect on examples** of exclusion, assumptions or unconscious bias ~5 mins

Your choice:

A) Reflect on an example provided or

B) Reflect on examples you have seen or experienced

2) **Discuss in groups 2-3** (or have more reflection time if on zoom!)

3) **Brainstorm ways to avoid the 'situation'** in groups or individually

Example 1

There is a small group of colleagues, 3 men, 1 woman. The men every weekend go to the football together, in their leisure time.

Consider any exclusions, assumptions or unconscious bias that may be present.

Example 2

Two people with similar skills apply for a leadership position in a company. The 52 y.o. is more senior and has more experience. The 28 y.o. is given the role.

Consider any exclusions, assumptions or unconscious bias that may be present.