

Summary of key points for Truro Diocese from the unconscious bias workshops

Context

- **Diversity** – the mix of people in our setting
- **Inclusion** – something we do, which is a **choice**
- How diverse /inclusive our setting is within the diocese and
- **Why** this is important – gospel imperative

Awareness and understanding

Key facts unconscious bias

Our unintentional people preferences formed by our socialisation and experiences, including the media we absorb. Showing up through our behaviour and decision making.

Professor Daniel Kahneman – Our brains have 2 operating systems. **Fast** (unconscious) involuntary, effortless, intuitive and has massive resources. **Slow** (conscious) voluntary, effortful, logical, and limited resources.

5 key factors

1. Our brains use 2 thinking systems that operate simultaneously
2. We like to put people into categories
3. Biases are wired in the neural networks of the brain. This wiring creates systematic thinking errors (biases)
4. Biases are learned through culture and experiences, they are contextual
5. They are more prevalent under cognitive and emotional load.

Affinity Bias – A form of bias resulting from people showing preference for certain types of people for whom they have an affinity, such as respondents who are like them or that they find attractive.

Confirmation bias – the tendency to search for, interpret and remember information in a way that confirms one's preconceptions – we tend to then justify our actions – 'Mind closed until further notice!'

Other dimensions of bias – height, beauty, homelife, names...

Impact – insider outsider dynamics, micro behaviours (inequities and affirmations)

Application/Action - What is the solution? PAUSE

- Pay attention to what is actually happening.
- Acknowledge your own reactions, interpretations, and judgements.
- Understand the other possible reactions, interpretations and judgements that may be possible.
- Search for the most constructive, empowering, or productive way to deal with the situation and come up with a plan.
- Execute that plan of action in order to be fair.

Bias Control tips – do not be afraid to ask; slow down; avoid reinforcements such as banter and social media; remember your triggers; think of positive role models; have contact with a wider circle of people; get to know people as individuals; don't be afraid to ask; be mindful of negative thoughts and take a different perspective.