



When we must think fast, we think with our emotional mind. This can cause us to say things and behave in a way that we wouldn't consciously choose.

Do you know your own mind?

Unconscious bias is when we instinctively sort people into different groups.

Unconscious bias is guided by our past experiences and mental preconditioning.

Bias are flaws in our thinking.

Did you know that there are more than

150

types of bias?

Misunderstandings, distress, and restrictive practice can happen because of unconscious bias.



5 TOP TIPS

for challenging unconscious bias and reducing restrictive practices

1 Accept that you are human, therefore you are biased.

2 Read about, learn from and talk to people different from you.

3 Make the invisible, visible:
• search for your own biases.
• reflect on your actions.

4 Act on data and evidence.

5 Validate people's experiences and feelings that might be different to yours.

