



Getting it right: breaking down barriers

We all have unconscious biases. We're often not aware of them, but still, they're there - affecting how we view the people around us. We now know about unconscious bias in recruitment, and how that might impact who organisations choose to hire. But unconscious bias doesn't end with the conclusion of the recruitment process.

Are we getting it right?

In the long term, unconscious bias can impact how we interact with others in the workplace. It's likely that it permeates our whole organisation, often taking the form of thinking about people as stereotypes. Breaking down the barriers of bias can help us make better decisions in the workplace and improve the way we work.

#GettingItRight



Unconscious bias can be present in **all parts** of an organisation, and particularly in the way that leaders speak to their team, within the leadership team itself, and on the pathway to leadership.



Who do you consider for **leadership positions**? Are you looking at all your staff, or only certain people? Don't rule people out just because of their personal circumstances, like caring responsibilities.



Eliminating unconscious bias completely takes longer-term commitment and time. For those in leadership, start looking at your **leadership pipeline** now and think about who you would consider for a promotion to management. Take a strategic approach to diversifying your organisation's culture; broaden your perceptions of who would make a good leader, and what leadership can look like.



If there's a person within your organisation who you think would make a good leader, but who hasn't yet put their **hand up**, ask them **why**. What's stopping them, and can you fix it? Be proactive in shaping your organisation.



It's about **dialogue**! Don't just **talk** to your staff; **listen** to them too. And don't stop at just one conversation. Continue the dialogue in both formal and informal situations, from formalised feedback sessions to impromptu kitchen chats.

Interested to learn more?

- Read [this](#) report about culturally and racially marginalised women in leadership by the Diversity Council of Australia.
- According to the Harvard Business review, inclusive leaders share six behaviours; read [this](#) article to learn more.
- Read this [Jobsbank blog about Flexible Drive](#), a company that has embedded diversity and inclusion into every activity.
- Visit our [Resource Centre](#) or [get in touch](#) with our team today.