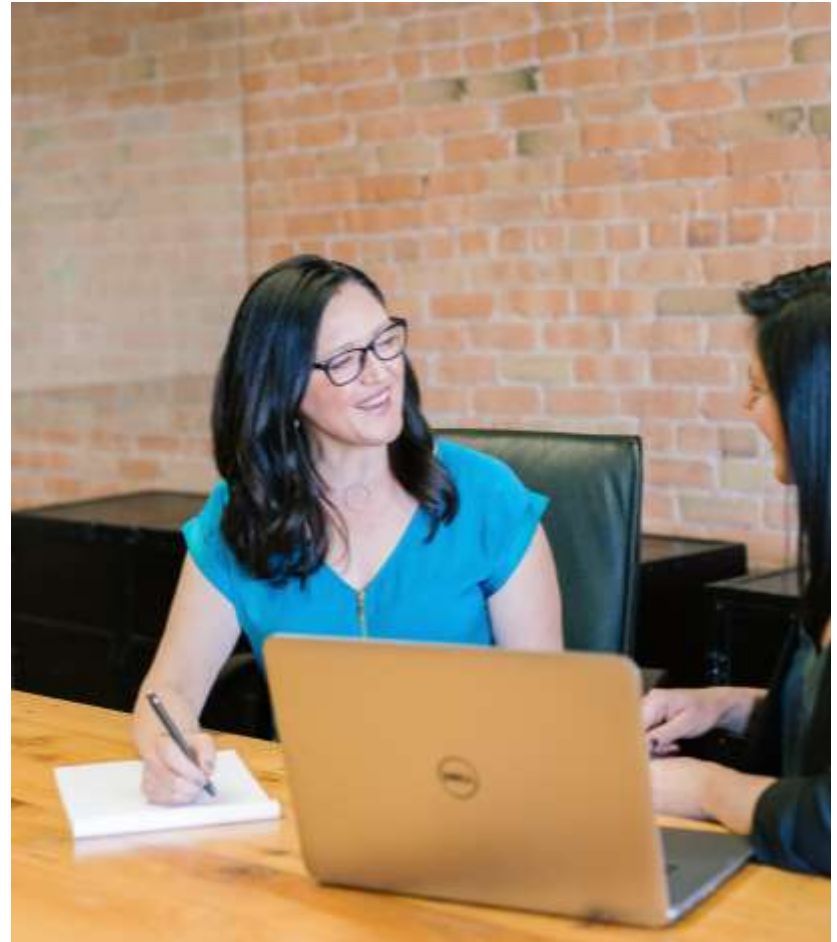


Bias and how it can corrupt the training relationship

- What is bias?
- Are we aware of it in our interactions?
- How can we avoid bias and prejudice in our relationships?



What is implicit bias?

- A habitual reaction to deep rooted assumptions
- We absorb information from the world around us



Nobody was listening': Wales kick off Six Nations under a cloud of scandal

The game in Wales is reeling from allegations of a culture of sexism and misogyny at the WRU



The finishing touches are put on a sponsor's wall mural in Cardiff. Photograph: Adrian Gerratt/The Guardian

A Six Nations weekend in the Welsh capital is usually one fizzing with fun, excitement and wild partying. [Visit Wales's description](#) is not too far wide of the mark: "There's nowhere on earth like Cardiff on international rugby day."

Cricket Scotland to investigate 22 allegations of racism after shocking independent review

Cricket Scotland will pursue formal investigations into 22 allegations of racist behaviour, with the body "committed to ensuring that these are conducted thoroughly and sensitively and, where appropriate, as quickly as possible"

🕒 Tuesday 1 November 2022 12:07, UK

[Cricket Scotland to investigate 22 allegations of racism after shocking independent review | Cricket News | Sky Sports](#)



Good intentions are not enough

- What can we do in our daily interactions and relationships at work to counter bias, prejudice and discrimination?

Experiences from health and social care: the treatment of lower-paid ethnic minority workers

Scotland briefing

June 2022

Equality and Human Rights Commission

What makes a good relationship?

- Trust
- Honesty
- Feeling valued
- Recognised
- Feeling safe
- Belonging
- Communication

What we bring to a relationship will be informed by our previous experiences

How do we change our minds?

“We can start by noticing our own biased reactions, which are often so habitual they are difficult to see. Once seen, they can be questioned and **interrupted**” pg 272



[The End of Bias by Jessica Nordell](#)
[| Royal Society](#)

Are you aware of your biases?

- Accept that we all have unconscious bias
- Stay open and curious about how it might be influencing you
- Pay attention to how we are feeling – especially when we are under stress
- Pay attention to patterns of behaviour



Reflection and self awareness

“cultivating awareness, attention, and non-judgement – fostering mindfulness – enables us to perceive realities which we may not have had access before”



Leading to Change

- Online and in person events, webinars, taster sessions – open to all with an interest in compassionate, collaborative leadership
- Sign up for Diversity Coffee Connect
- Look at the blog series
- www.leadingtochange.scot



Helping you to make a difference



Further reading and resources

- [Experiences from health and social care: the treatment of lower-paid ethnic minority workers | Equality and Human Rights Commission \(equalityhumanrights.com\)](#)
- [Sexual orientation and gender identity in the medical profession \(youtube video\)](#)
- [Resources — Jessica Nordell – The End of Bias](#)
- [Equality and diversity zone | Turas | Learn \(nhs.scot\)](#)
- [Equality and diversity | The King's Fund \(kingsfund.org.uk\)](#)
- [www.leadingtochange.scot](#)
- ["It's okay to talk about race" NHS Grampian Staff Share Their Experience With Racism – YouTube](#)
- [Race Equality Week - Race Equality Matters](#)

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This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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