Enemy of inclusion and diversity: your unconscious bias

**Gender**
Australian women earn **15.3% less** than men (full-time average weekly earnings)

**Racial**
Despite having the same qualification as Anglo-Saxon sounding names, those with Chinese sounding names (68%) submit more job applications and Middle Eastern sounding names (64%) get an interview

**Age**
17% of job seekers aged 55 and over stop looking for work as they believe potential employers think they are too old

**Sexuality**
Australian gay men face up to a **20% earning penalty**, compared to their heterosexual counterparts

**Disability**
People with disability (53%) have low labour participation rates compared to people with no disability (83%)

Unconscious bias in the workplace affects the lifecycle of an employee, from recruitment and selection to work allocations, career development and performance management.

**Make a difference**
explore your unconscious bias
qld.gov.au/gov/unconscious-bias

Public Service Commission

Queensland Government
Enemy of inclusion and diversity: your unconscious bias

Your brain:

- processes 40 out of 11 million bits of information every moment
- labels and categorises information
- is hard wired to ingroup/outgroup thinking
- relies on first impressions and the halo effect
- is quick to think, making us more susceptible to unconscious biases

Interrupting unconscious bias can:

- improve decision making
- provide better services
- create innovative solutions
- improve peoples’ health and wellbeing
- create a positive and healthy workplace culture

What can you do?

- become conscious of your biases (complete the Harvard Implicit Assessment Test)
- build diverse and inclusive teams
- reflect on your thinking
- discuss unconscious bias in the workplace

Make a difference
explore your unconscious bias

qld.gov.au/gov/unconscious-bias