

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



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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

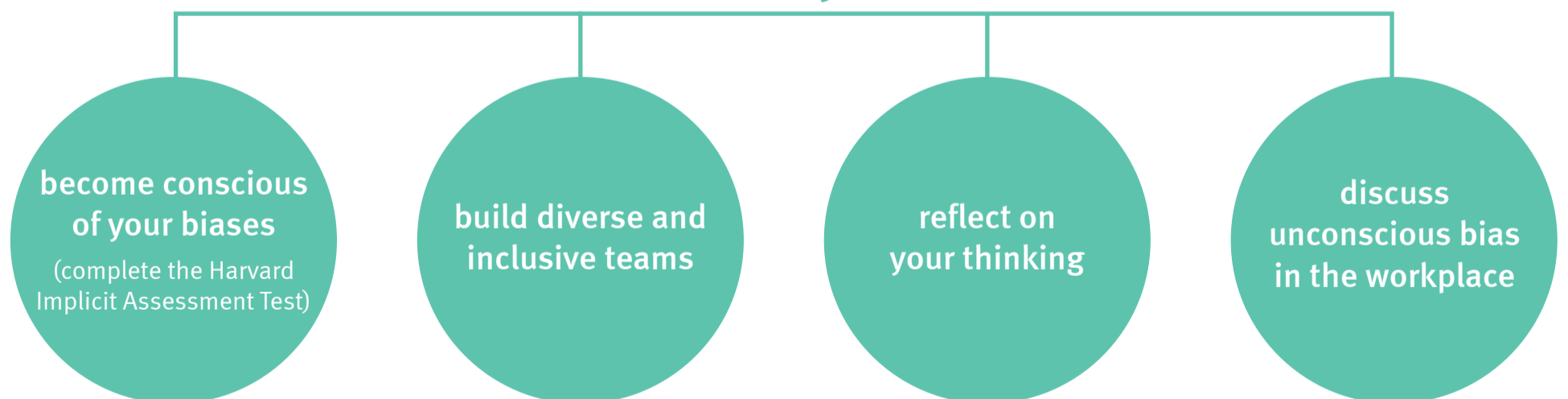


improve peoples' health and wellbeing



create a positive and healthy workplace culture

What can you do?



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