

# ADJUSTING YOUR MIRRORS & MANAGING YOUR BLIND SPOTS

- DR. HELEN TURNBULL -

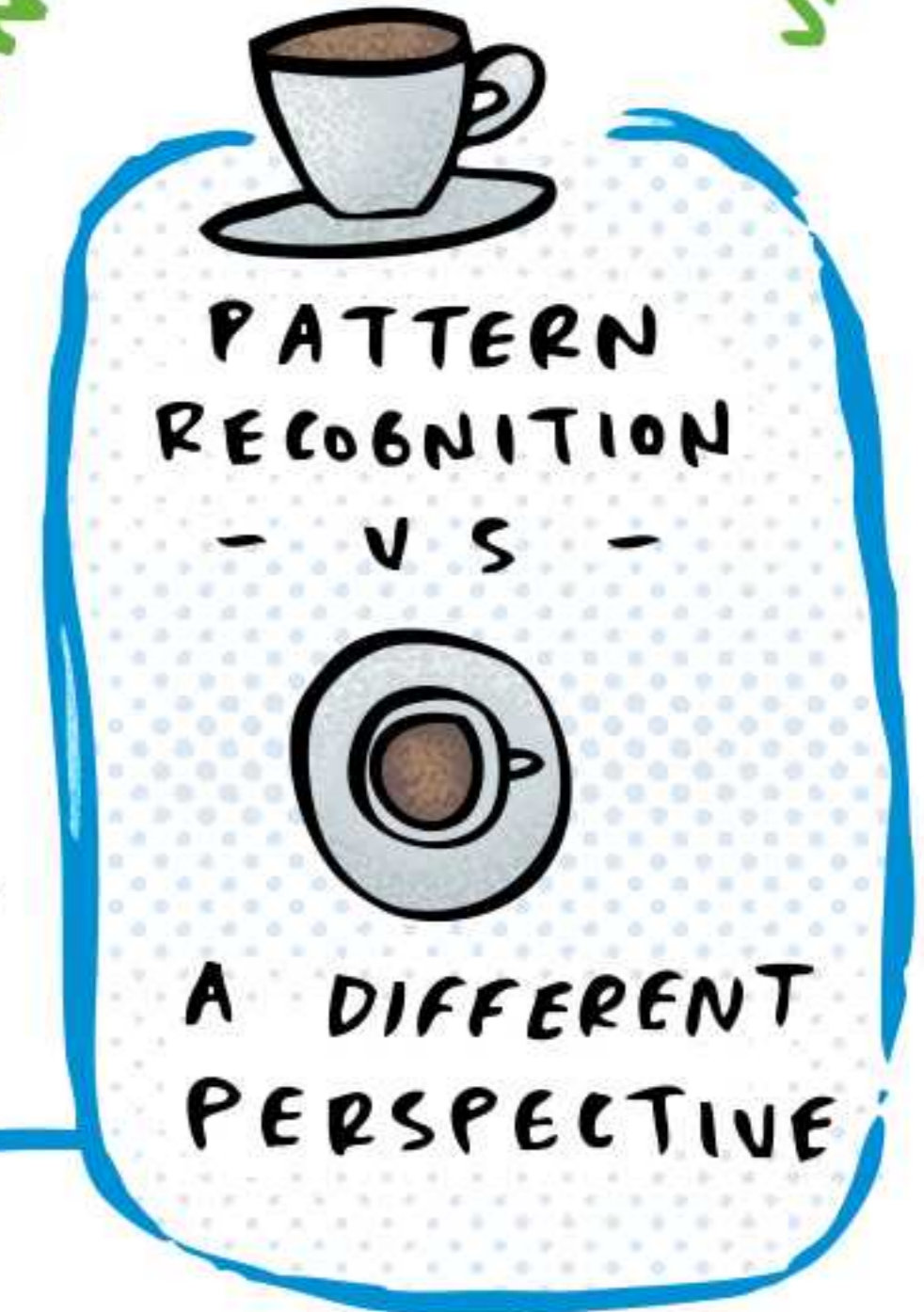
WE SAY WE WANT INCLUSION.. BUT WHAT IF WE DON'T?  
 WE HAVE TO BE honest WITH OURSELVES...



HOW DO WE KNOW WHEN THERE'S SOMETHING IN OUR blindspot?

THAT MUST BE HER HUSBAND'S CAR.  
**UNCONSCIOUS BIAS**  
 WHAT'S THE OTHER CONVERSATION IN YOUR HEAD?

**MENTAL MODELS**



**NEGATIVE THINKING**

**FALSE PATTERNS & P. RECOGNITION**

**CONFIRMATION BIAS**

**SPOTLIGHT EFFECT**

**BLIND SPOTS**

HOW DID I GET HERE? ? ? ?  
 WORK WE ARE **HABITUAL!**

OUR BRAINS **SEEK** MEANING AND CAUSE

**MYTHS ABOUT INCLUSION**

**JUMP TO CONCLUSIONS**

**POOR MEMORY**

**SELECTIVE LISTENING**

THERE'S A LEVEL PLAYING FIELD



WE VALUE **DIVERSITY**  
 WE HIRE FOR INCLUSION, BUT MANAGE FOR SIMILARITY



**THE INCLUSION PARADOX**

- > WE ARE ALL ALIKE
- > WE ARE ALL UNIQUE
- > WE ARE MORE LIKE SOME THAN OTHERS





# VALUE ATTRIBUTION

WHAT VALUE DO WE PLACE ON PEOPLE BASED ON OUR ASSUMPTIONS?



**ASSIMILATION:**  
FITTING IN  
SQUISHING PEOPLE INTO NOT GIVING THEIR BEST

WE MAKE **JUDGEMENTS** BASED ON ROLE, GENDER, SEXUALITY, CULTURE, ABILITY...

# AFFINITY BIAS

"MINI-ME" SYNDROME



- INTERVIEWS
- PROMOTIONS
- ASSIGNMENT
- PROFILE
- SOCIAL
- CREDIBILITY

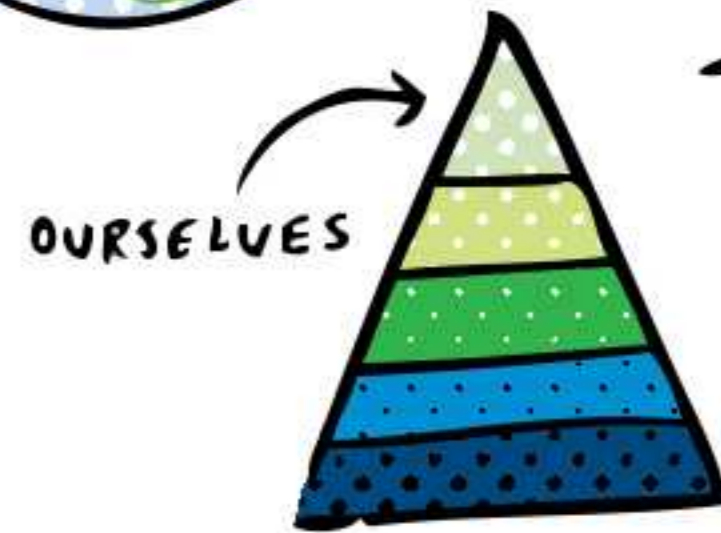


**GENERATIONAL**  
COGNIZANT UNCONSCIOUS BIAS

CATCH YOURSELF!  
BEFORE WRITING SOMEONE OFF



→ THERE ARE BIG GAPS IN PERCEPTION



THERE IS A **HIERARCHY** of **BIAS**

# GENDER BIAS



"SOFT" SKILLS



LEADERS

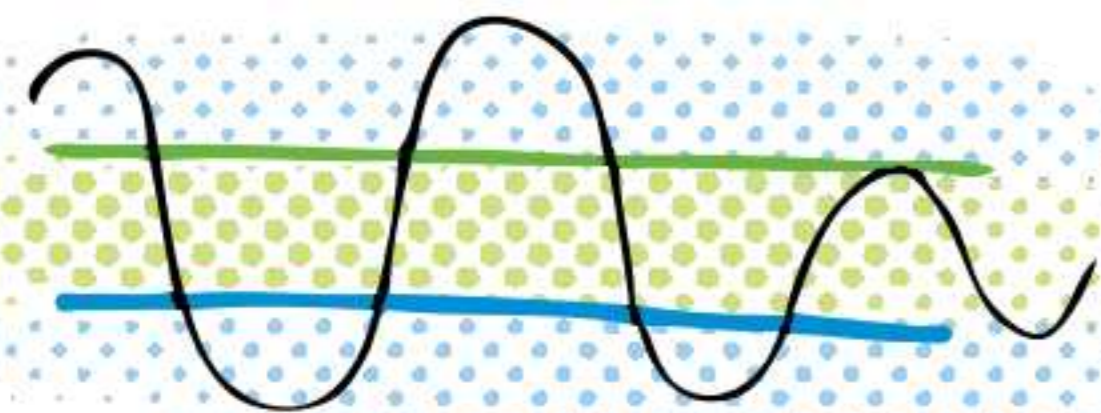
WE STILL HAVE A LOT **WORK** to **DO!**



# ETHNIC BIAS



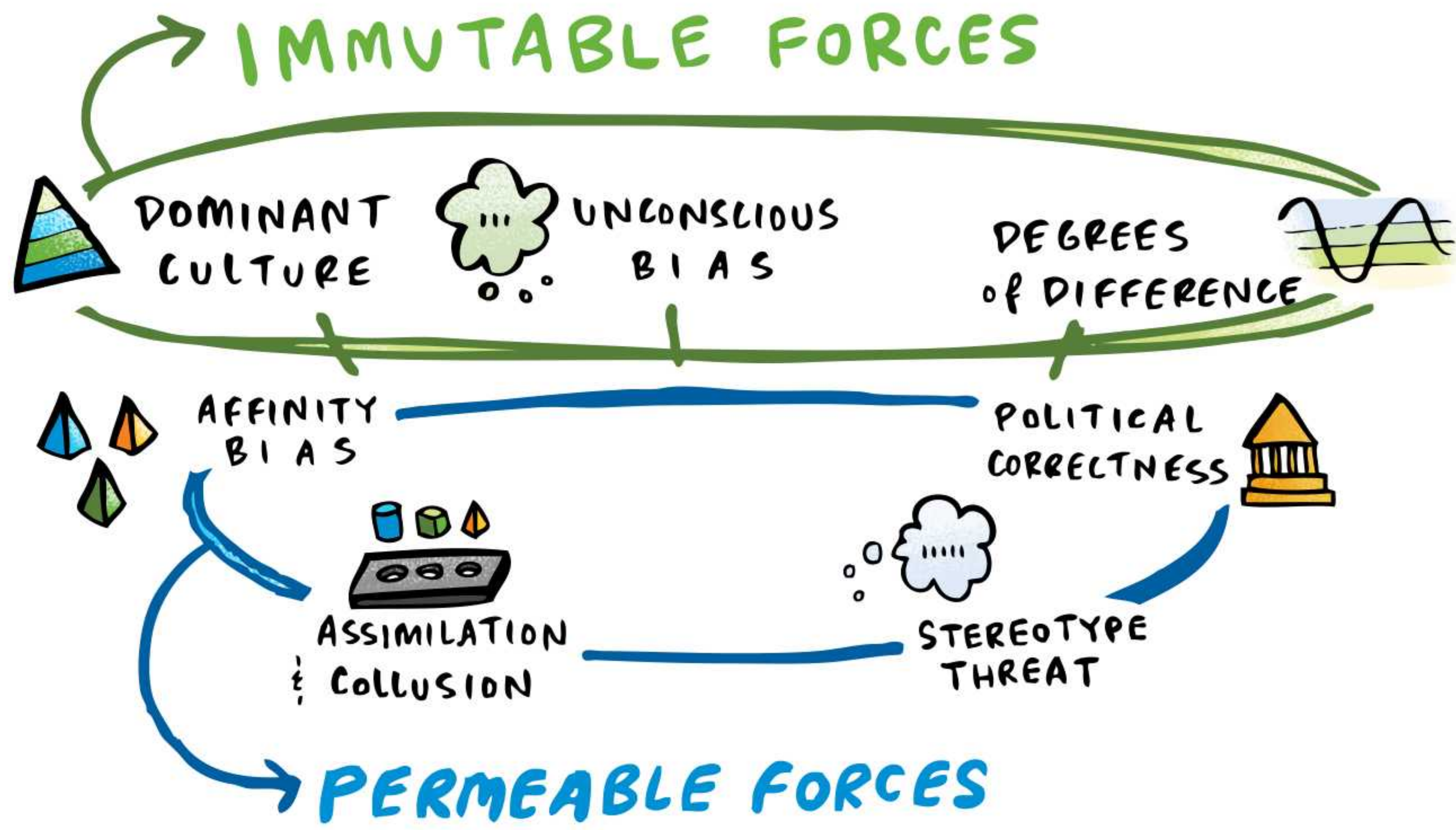
- ACCENT + LANGUAGE
- LACK OF CORPORATE COMMITMENT
- POLITICS
- DIVERSITY OF FACULTY + STAFF
- DOMINANCE OF WHITE MALE NORMS



THERE ARE **DEGREES** of **DIFFERENCE** AND **INTERSECTIONALITY**







THE *unchallenged*  
 BRAIN IS NOT WORTH  
*trusting*

- ✓ ACKNOWLEDGE HIDDEN COMPLEXITY
  - ♥ CREATE A SAFE SPACE
  - 🪞 ADJUST MIRRORS
  - 🧩 REMOVE INCLUSION ILLUSION
- PILLARS OF INCLUSION -