



strategies to embed a conscious practice in your organisation

can you
change your
unconscious
biases?

- 1** Actively engage people with diverse lived experiences in reviewing, shaping and building organisational processes.
- 2** Seek to understand different viewpoints rather than quickly moving to harmonise or achieve consensus decision-making.
- 3** Challenge assumptions by actively asking yourself and others what may be influencing attitudes, behaviours and beliefs.
- 4** Build in mechanisms for self-reflection, including questioning emotional responses/reactions, giving yourself time to process decision-making and allow unconscious biases to surface.
- 5** Encourage a culture of giving and receiving feedback with care and generosity, enabling robust conversations and challenging of the status quo.
- 6** Encourage diverse thinking that opens dialogue on new/different ways of working, checking resistance to change through the lens of unconscious bias.
- 7** Introduce transparency in organisational processes by relying less on intuitive decision-making, including diverse perspectives and lived experiences.