Equality

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Pop quiz

In my name ..... Sheikh and Mohammad

How many applications do I need to submit to get a positive response compared to the same identical CV of my friend David who is of white British origin?
Over ... employees in the UK feel they’ve been discriminated against on the grounds of their gender.

i) 7.8 million

ii) 8 million

iii) 8.2 million
Fill in the blanks

- Disabled workers paid ... less than non-disabled counterparts.

i) 5%.
ii) 7%.
iii) 12%
How much do you think discrimination in the workplace costs the UK economy

i) 102 bn
ii) 115 bn
iii) 127 bn
NHS staff experiencing discrimination

15% of staff from the black minority ethnic group said they had experienced discrimination compared to 7% staff who are white.
More than Fifty Years of Legislation

• The Equal Pay Act 1970.
• The Sex Discrimination Act 1975.
• The Disability Discrimination Act 1995.
• The Employment Equality Regulations (religion or belief) 2003.
• The Employment Equality Regulations (sexual orientation) 2003.
• The Employment Equality Regulations (age) 2006.
• The Racial and Religious Hatred Act 2006.
• The Equality Act 2010.
Recent Studies

• Recent field experiment (Centre for Social Investigation, Nuffield College, Oxford) concluded ‘no change ...’

The same pattern found in 1967 persists. For some minority ethnic groups it actually increased -

Applicants with Pakistani names had to make 1.5 times as many applications as a white British applicant.
What’s going on?
Unconscious bias

• It is undeniable and neurologically unstoppable.
• It is subtle.
• It is normal.
• It operates at the subconscious level.
• It runs contrary to our conscious beliefs.
• It establishes rapid and automatic mental association.
Let’s take a test

- A bat and a ball cost £1.10 between them.
- The bat costs £1 more than the ball.

How much does the ball cost?
• Most people answer 10p.

• This puzzle appears in a book by the behavioural economist Daniel Kahneman’s called “Thinking, Fast and Slow”. (The only difference is that the problem Kahneman describes is in US dollars instead of UK pounds.)

• According to Kahneman, more that 50% of students at the top US universities (Harvard, MIT and Princeton) get this problem wrong. At less prestigious universities the number of students who gave the wrong answer was more than 80%.

• The correct answer is 5p.

• If the ball cost 10p and the bat cost £1 more, the bat would cost £1.10, making the total cost £1.10 + £0.10 = £1.20.
Unconscious Bias and Neuro Science

11 million bits of information per second. 40 bits of information we can process. 7 of them we can remember. ....99.999996% unconscious.

Make 1000 decisions a day.
Discriminatory Brain

Process vast amount of data.

Take the shortcuts.

Instantons decisions.

....Snag is ...Mostly Wrong
Unconscious Bias and Neuroscience

- Don’t have time, so
- Rely on stereotype

- Pregnant women are forgetful.
- Older workers aren’t good with technology.
  - Men can’t multitask
  - Asians are good at maths
  - Fat people lack discipline.
- Women aren’t suited to manual work
- Good looking people are more successful.
- Young people don’t like being told what to do.

Personal Background.
Upbringing.
Education.
Experiences.
Culture.
Discriminatory Brain

“In Group” – Friends
“Like me”

‘Out – Group” – Foe
“Not like me”
Your Unconscious Bias

• You can take a test to measure your unconscious bias

- Implicit-Association Test (IAT)

Project Implicit
(https://implicit.harvard.edu/implicit/)
Good Intention Aren’t Enough - 3Is
Good Intention Aren’t Enough - 7Es

Explore
Examine
Enable
Engage
Eradicate
Empower
Equal
Good Intention Aren’t Enough

Institutional

Interpersonal

Individual

- Explore
- Examine
- Engage
- Enable
- Empower
- Equal
- Eradicate

- Explore
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Checklist

• Retrain your brain.
• Anticipate bias.
• Actively doubt your objectivity.
• Be mindful of snap judgements.
• Expose yourself to counter-stereotypical models and images.
• Oppose your stereotyped thinking.
• Look for counter-stereotypes.
• Relax and slowdown decision-making.
• Build empathy
• Be accountable.
Any Questions