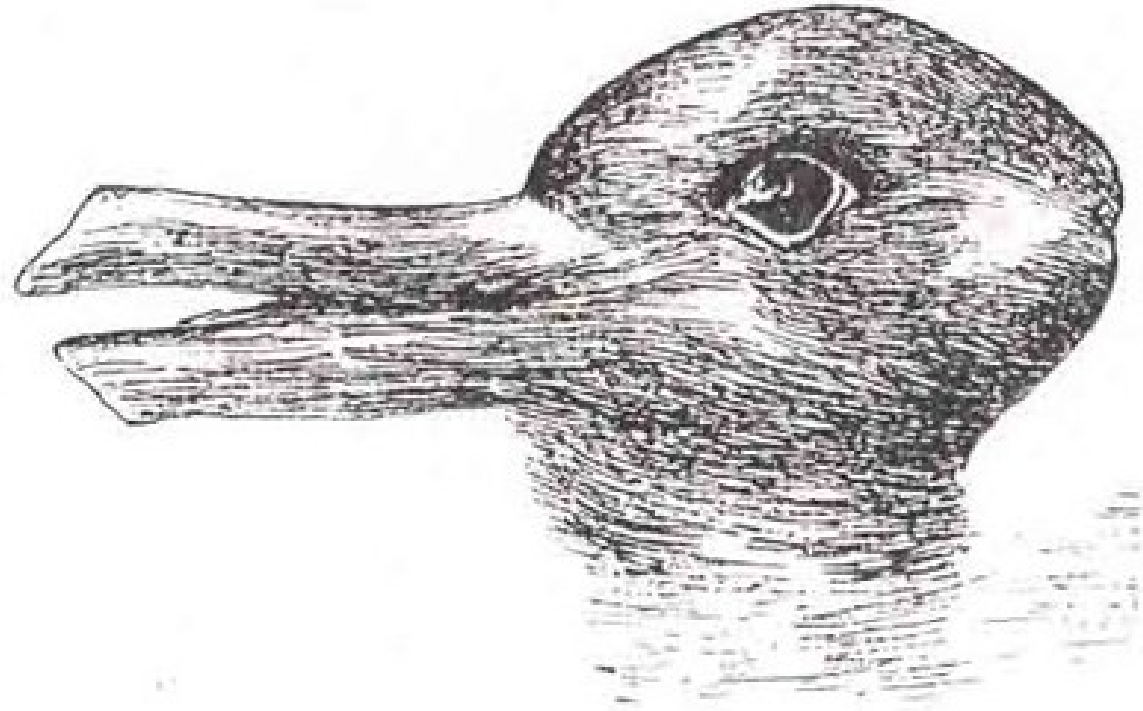


# Unconscious Bias

Damian D'Cruz



# Cash Register

- True?
- False?
- Not Sure?





# Discussion Topics

- What was the role of bias?
- Expectations of self others
- Language / Comments
- Voice Tone
- Relevance to the fire service?



# Discrimination

Race	Age	Gender
Religion	Sexual Orientation	Physical Ability
Ethnicity	Marital Status	Family Status
Political Views	Colour	Ethics
Employment Status	Other?	

# Discrimination Discussion

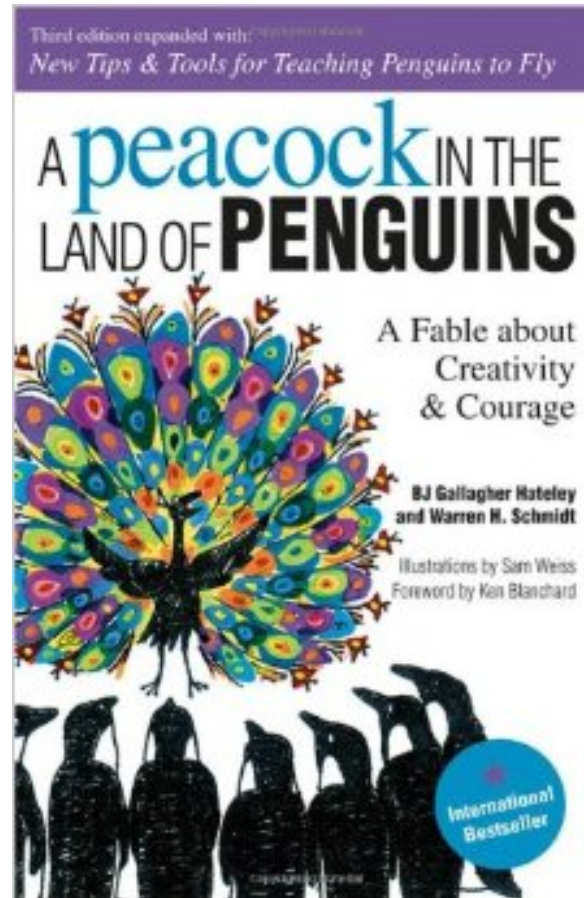
- Identify Fire Service examples of bias associated with the discrimination topics
- Identify both conscious and unconscious bias examples

# Recruitment

- How does unconscious bias affect recruitment for paid and volunteer firefighters?



# Diversity





# Diversity

- Managing diversity means embracing and getting benefit from difference
- It is more than having visibly different people represented in a group
- Discuss how you can get the most of difference between people within firefighter teams

# Unconscious Bias

Damian D'Cruz