



MINERALS COUNCIL
SOUTH AFRICA

Break the Bias



#MakingMiningMatter



Acknowledgements

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Let's continue working together to #BreakTheBias!



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No one is born biased, it is learned but with awareness and knowledge you can work on it	9
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#Break The Bias

What is unconscious bias?

Unconscious bias is when I am not aware of my judgements, and judge people automatically based on my preferences, experiences and cultural background.



**#Break
The Bias**

Most common forms of unconscious bias

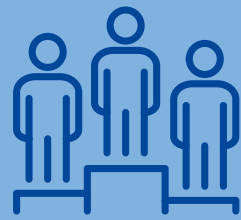


Affinity bias



Favouring someone with similar attributes to myself, or someone I like

Ignoring information that challenges your beliefs



Attribution bias



How I perceive someone's actions

Preference for someone who looks and sounds like you or shares the same interests as you



Confirmation bias



Seeking out evidence to back up someone

*When they do well:
"They got lucky"*

*When they do poorly:
"They have a bad personality/behaviour"*



Gender bias



Preferring one gender over the other

The prospects of success or opportunities for an individual reduce once their gender is revealed

How does unconscious bias show up?



The impact of unconscious bias in the workplace

Although it is widely recognised that diversity of thought and innovation are key to securing bottom-line results and workplace productivity, our unconscious preferences for people who are like us continue to severely challenge our ability to create these conditions.

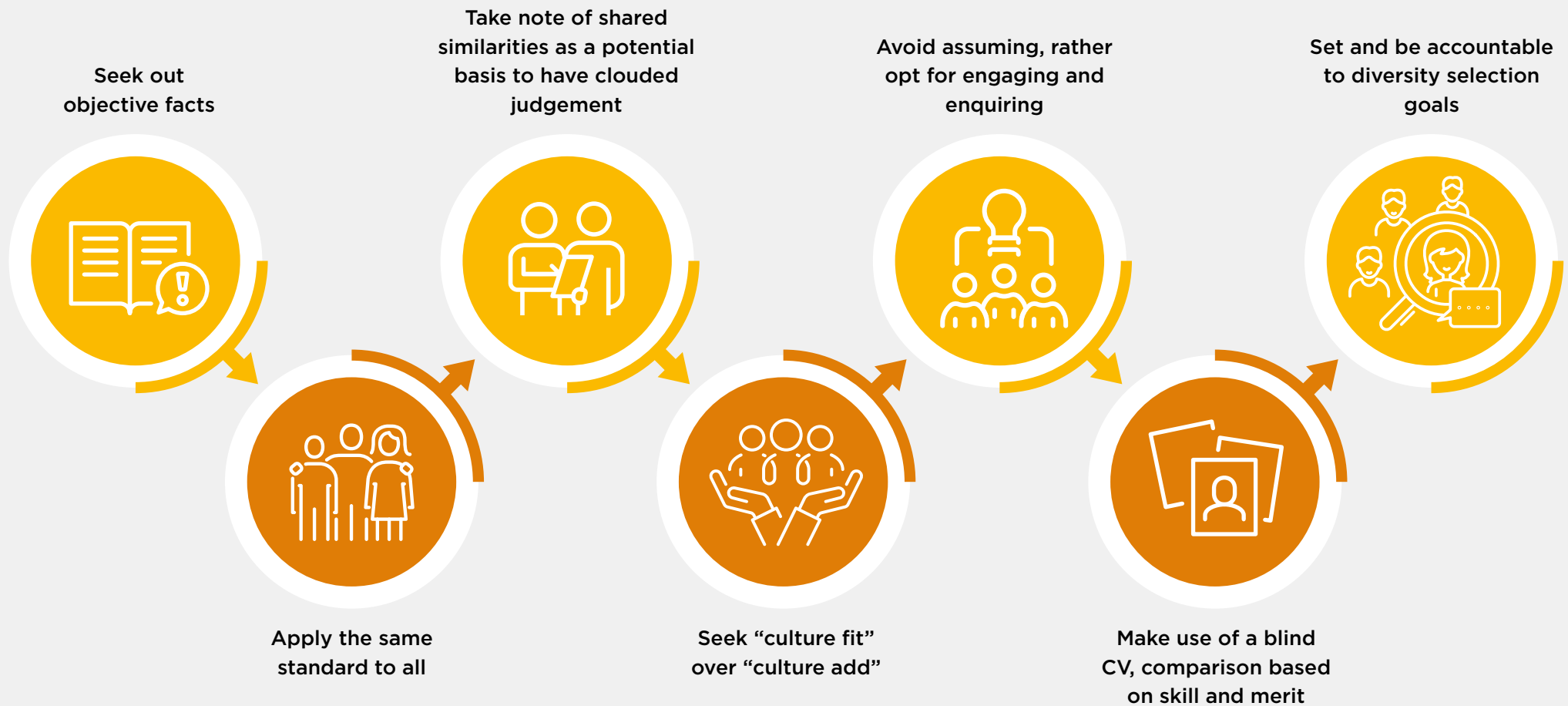
Biases can sneak into every encounter we have, from the language used in job specifications and decisions on who to hire or promote, to managers overlooking poor performance of those they know and like.

In recruitment, biases can lead to generalisations that determine the right candidate for the job not based on their skills, but on the perceived origin of their name or nationality. A study by Raconteur revealed that on average, 24% of job applicants of white British origin received a positive response from employers, compared with only 15% of ethnic minority applicants with identical CV's and cover letters. Gender biases are also common in many job roles that historically attract one gender over the other for example, female nurses or male engineers.

While in some industries there may be traditional stereotypes, it is important for managers to advertise and hire based on the qualities and characteristics required for the job and to be aware of how easily gender biases can arise.



How to avoid unconscious bias



Five tips for managing unconscious bias at work

1



Take an
implicit
association
test

2



Watch my
language

3



Identify
entry points
for bias

4



Visualise
a positive
interaction

5



Encourage
workers
to hold
each other
accountable

To eliminate unconscious bias in the workplace, consider the following:



Educate employees on the types of unconscious bias and negative consequences that can arise from allowing such behaviour to become normalised



Monitor each other for unconscious bias and question comments or remarks that are culturally or gender stereotypical



Reconsider the rationale behind an initial decision to establish if all facts were considered or if biases may have crept in



Deliberately slow down decision making to reduce the likelihood of a making a snap decision



Set up a Diversity and Inclusion Committee to build and maintain processes and enforce cultural behaviours that align with the diversity goals of the company



NB:

NO ONE IS BORN BIASED, IT IS LEARNED BUT WITH AWARENESS AND KNOWLEDGE YOU CAN WORK ON IT.

In the workplace, this starts with awareness and becoming mindful of unconscious biases, particularly for those with decision making power on hiring, promotions and business best practice. Individual awareness and ownership must also be underpinned by policy, processes and frameworks to truly promote diversity throughout the workplace.



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Case study



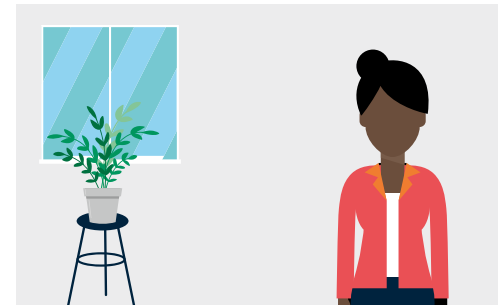
Interviews were conducted last week Monday at company X.



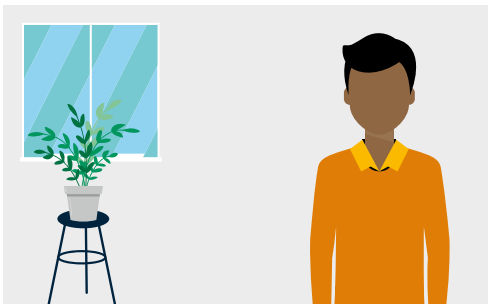
Three people were interviewed by the HR manager Thabo, a well-known proud Zulu man.



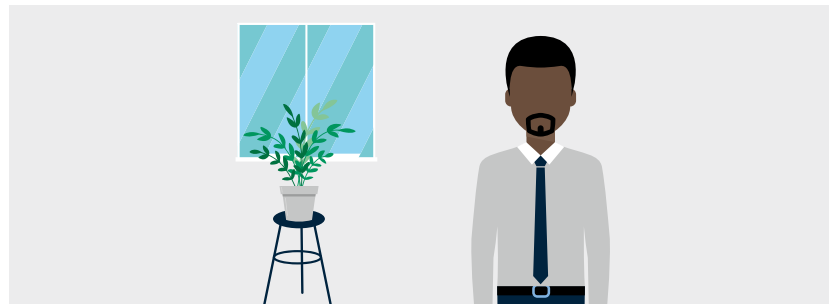
The three interviewees had the same qualifications and two years' work experience.



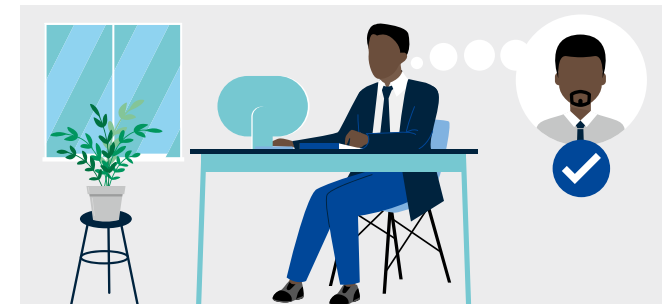
The first interviewee is a woman from Limpopo Province.



The second interviewee is from the Eastern Cape and the third one is from KwaZulu-Natal.

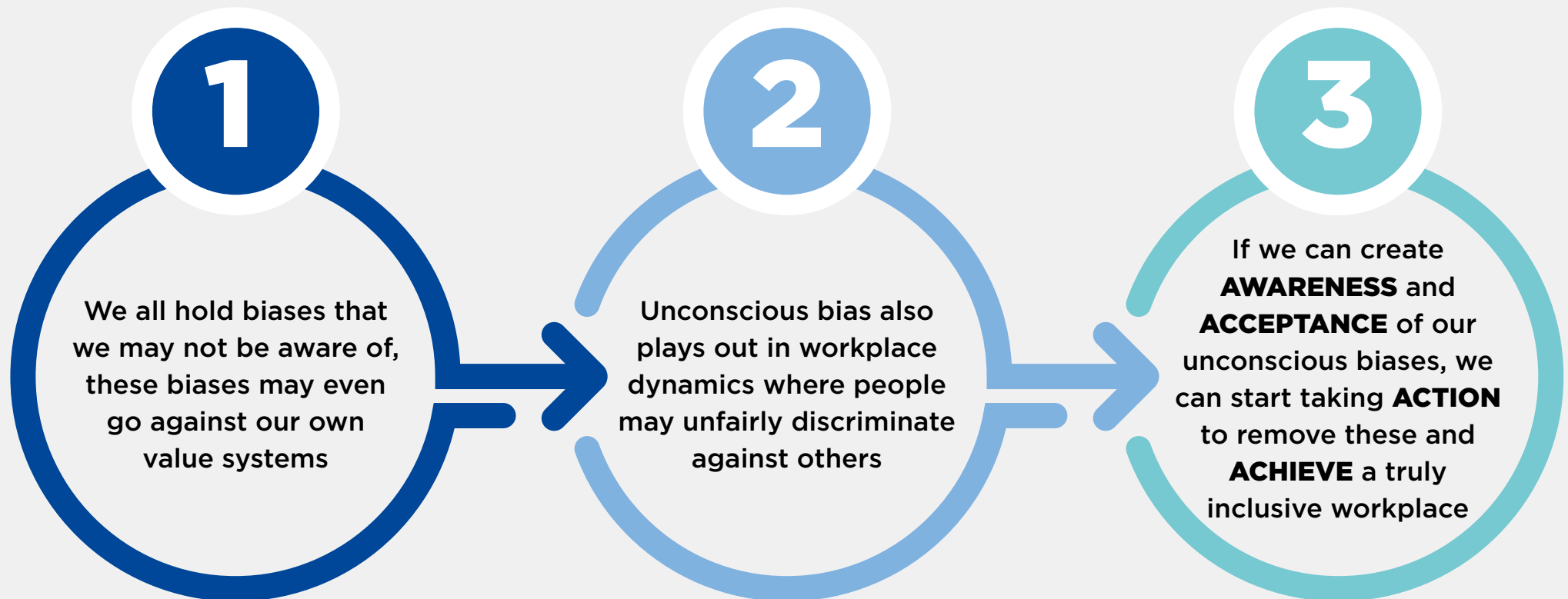


The first candidate's interview lasted 20 minutes, the second candidate's interview lasted 30 minutes but the last interviewee, who happened to be from Newcastle, Thabo's hometown, took the whole 45 minutes allocated for each interview.



The HR manager surprisingly decided to hire the interviewee from his home town.

The impact and case for change



**To learn more about
unconscious bias
you can visit the
following sites:**



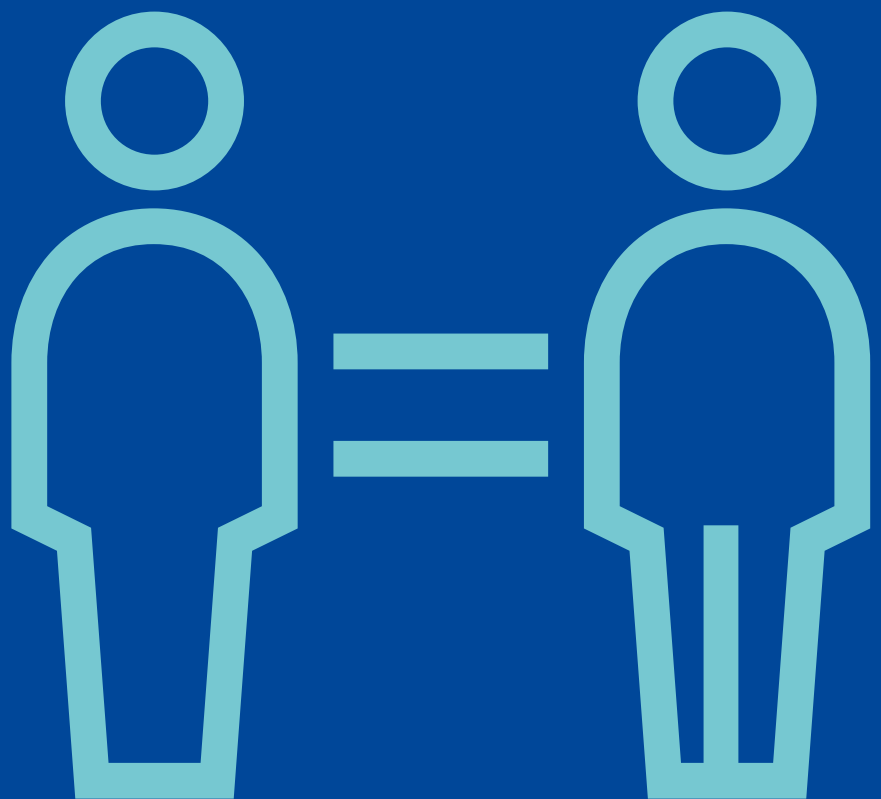
www.ucsf.edu



www.verywellmind.com



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www.mineralscouncil.org.za

T: +27 11 498 7100

E: info@mineralscouncil.org.za

 [@Mine_RSA](https://twitter.com/Mine_RSA)

 www.facebook.com/Mine

Rosebank Towers, 19 Biermann Ave, Rosebank, Johannesburg, 2196