



Catch It. Call It. Change It.

What is Diversity & Inclusion?

Diversity = Who we are

Inclusion = How we interact



Top Tip #1: Don't be a DINOsaur



Top Tip #2: Inclusion, not just Diversity, is what counts



Top Tip #3: Difference is the difference that makes the difference



**Shift your thinking from 'I am different from you and that scares me' to
'I am different like you and that excites me'**



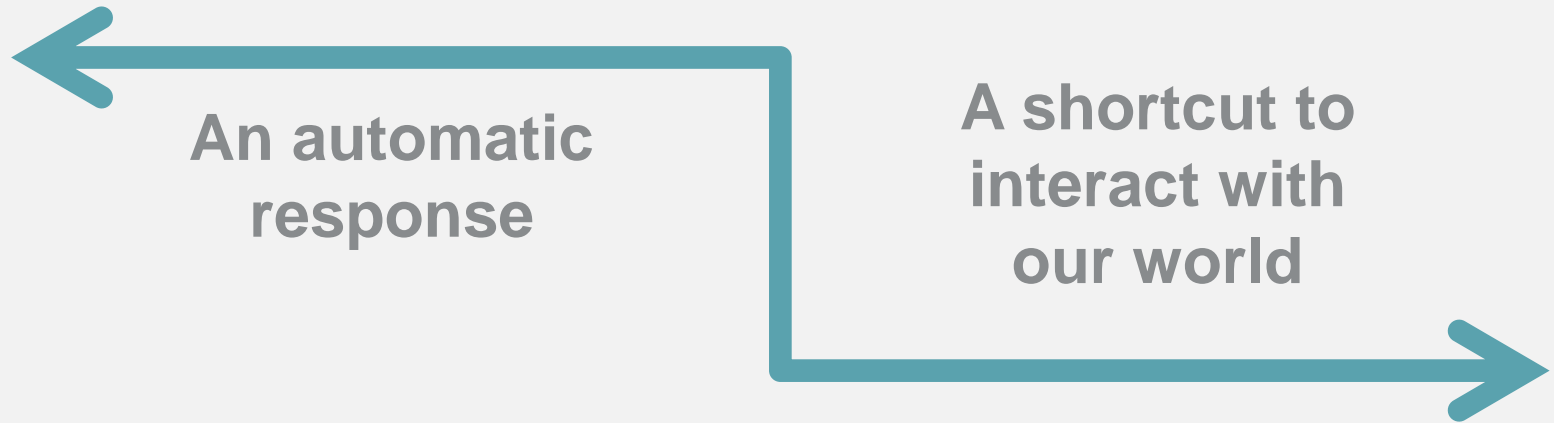
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- Catch It
- Call It
- Change It

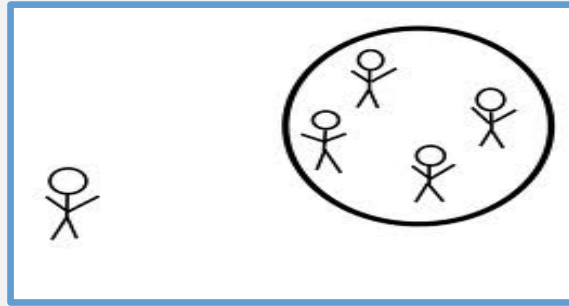


What is bias?

A tendency or inclination that results in judgment without question



Top Tip #4: Bias is an essential part of the human condition



Influences of bias



Education



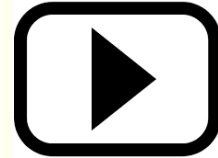
Friends and
Family



Beliefs



Place of Work

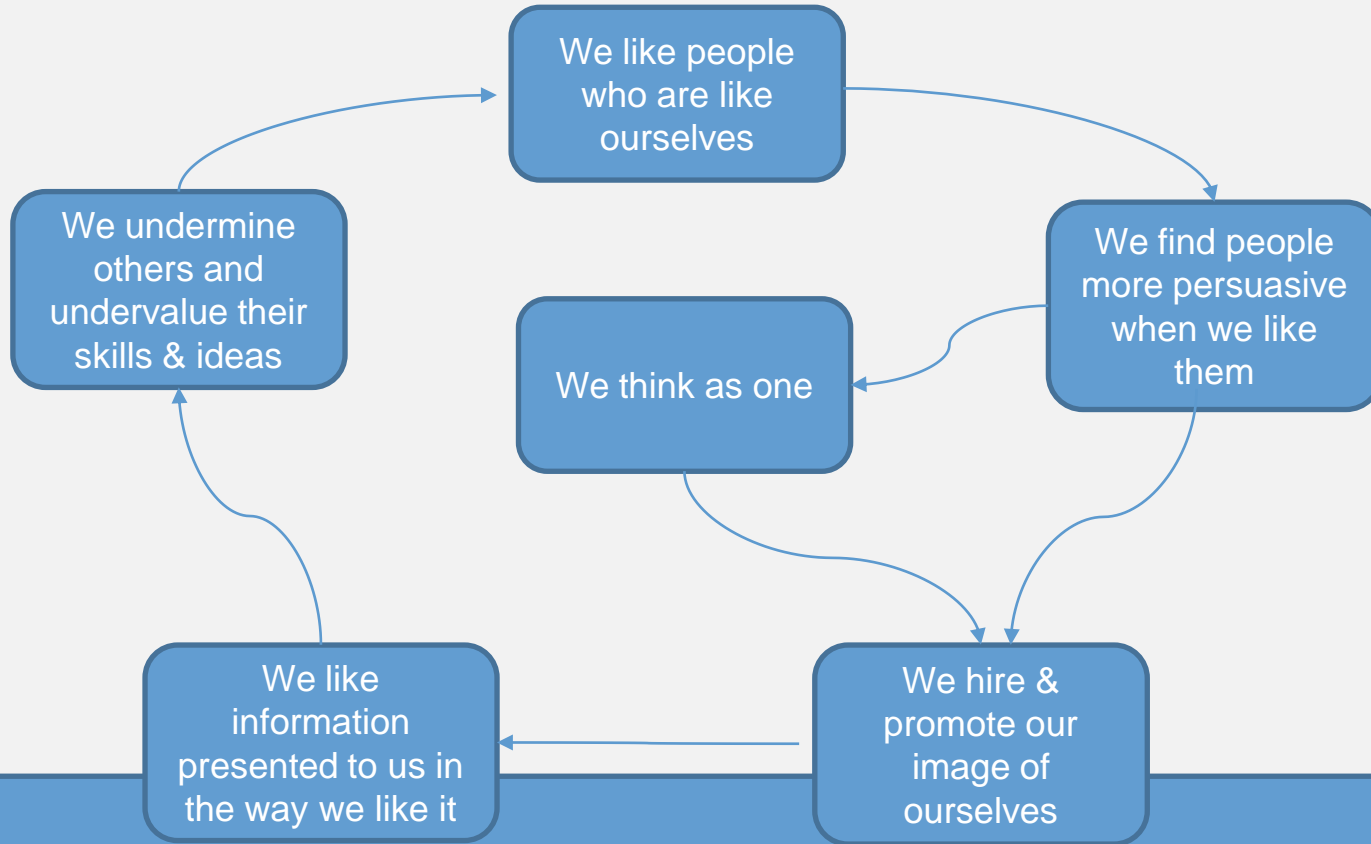


Media



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Top Tip #5: How Similarity & Affinity bias impact our decision-making



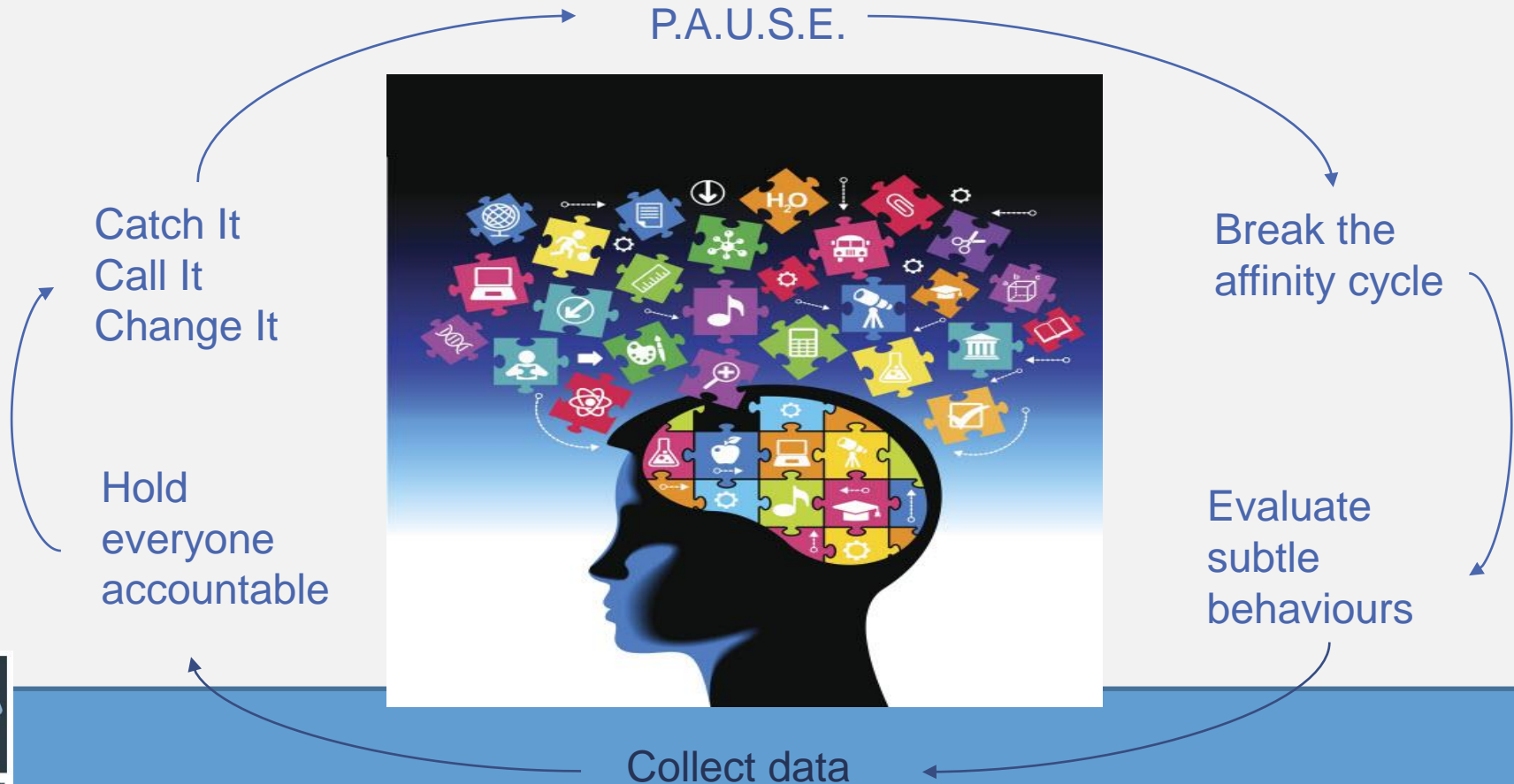
**WE DO NOT SEE
THINGS THE WAY
THEY ARE, WE SEE
THEM AS WE ARE.**

ANAIS NIN



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Top Tip #6: Ways to overcome unconscious bias



In Summary

- It starts with *me* – Catch It, Call It, Change It
- I can change my mindset by changing my perspective and living new experiences
- I can evaluate behaviour and subtle messaging
- I can hold myself and others accountable
- I can – and will – make a difference



Understanding bias is a route to greater personal and professional success...so let's follow that road!

***"Whether
you think you can,
or you think you can't,
you're right."***

— Henry Ford



Questions & Answers



Want to know more?

Contact
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visit www.masf.ie



Unlock the power of Diversity & Inclusion



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