



**Tunnelling Association of Canada**  
**Association canadienne des tunnels**

# **Equity, Diversity, and Inclusion Moment**

Unconscious Bias



# What is unconscious bias?

Unconscious biases (also known as implicit biases) are attitudes or beliefs about certain groups of people that individuals form outside their own conscious awareness.

# How does it impact our workplace?

People may unknowingly let unconscious biases influence their actions which can prevent diverse cultures from entering or thriving in the workplace.

For example, in the hiring process, managers conducting interviews can unknowingly fall victim to their biases. This can affect their decision to hire a candidate based on their subconscious attitude towards that person.





# Example of Unconscious Biases

Unconscious bias can exist related to any or all of the following:

- Age
- Weight
- Race
- Gender
- Beauty
- Name
- Height
- Religion
- Culture

# Tips on How to Avoid Unconscious Bias



## Identify Your Biases

Learn about your own biases through tests and training.



## Use Strategies to Avoid the Influence of Unconscious Bias

Setting out and agreeing on decision making criteria ahead of making decisions is a proven way to avoid unconscious bias influencing decision making.

# Thank you!

The End