

# 5 ways to challenge biases

It is important to recognise that sometimes biases can occur in a service and these can impact the way we work with families, children and the team. Here are 5 ways to challenge these.



## Identify biases and be open about these

We all have biases that can creep in from time to time based on our upbringing, background, lack of understanding or knowledge for example. Recognising this and sharing these with each other is the first step in addressing the biases.



## Find out what causes the bias

Once you have identified the bias it is important to work out what is the cause of this bias. By exploring whether it is taking you out of the comfort zone, fear of the unknown, lack of understanding etc. you can then start to realise why there is a bias, and what to do with this.



## Find ways to correct the bias

Come up with a plan to correct the bias by planning for professional development through mentoring, guidance, training, connecting with others to build awareness of different perspectives and so on. This shows a willingness to not accept biases within the workplace.



## Keep critical reflections inclusive

By developing an approach to critical reflections that questions whether outcomes are inclusive of all stakeholders allows for biases to be addressed early on. This allows for individualised approaches to be considered in all aspects of the service operations.



## Role model a willingness to challenge biases

If those in leadership and management positions do not show a willingness to address and remove biases then it is almost impossible to expect others to do this. By making sure that everyone has the same expectations, and can see these role modelled, will help make sure this occurs.