



Unconscious Bias Training - Transcript - June 24th 2020

0:37

Oh.

0:41

Ooh.

0:50

Welcome, everybody, we're going to be starting the actual webinar at half past is, there is still lots of people joining us. And it's great to see so many people here.

1:04

Oh, if this is the first time you've used this program. Do have a look at working out where the chat facility is on your sidebar.

1:15

And making sure that your view of the screen means the pictures of the trainers, who are the three people you can see at the top of the screen.

1:24

It's not blocking out your view of the slides.

1:41

OK?

1:57

All right.

2:19

Aye.

2:23

On the sidebar you'll see that there's a gray line that says grayed out line That says Chat.

2:30

Click on That, and you'll see somebody's asked.

2:34

Audience question is: He's the chat question mark yesterday's.

2:39

And that's where you're going to ask questions during the webinar.

2:50

We've still got people joining, so we will be waiting until half past kickoff.

2:59

Aye.

4:42

Sorry, that was me. Clicking slides up and down when I shouldn't.



Unconscious Bias Training - Transcript - June 24th 2020

4:52

If you're waiting for the webinar to start, I do encourage you to go and help yourself to a glass of water, as it's a pretty evening sitting in front of computers, remarkably tiring and dehydrating.

5:06

You have plenty of time when we're starting in four minutes.

5:17

Yeah.

5:47

OK?

6:30

Kinda, it will have some background Music, New England, or something.

6:37

Can hear the birds in the trees where I am, so the same here, so, don't they.

8:06

Cool.

8:41

OK, it's half Pulse, so we are going to start our webinar, which is called An Introduction To Unconscious Bias.

8:54

And it's particularly about how unconscious bias happens within a party called party in general, but also within the lib dems in particular.

9:05

My name is Candi PSE, and I'll introduce myself in a bit more depth in a moment. And I'd like my co trainers to tell you a little bit about themselves.

9:13

Before we start, They proceedings properly.

9:18

So, Jennifer, hello Everybody, isn't that hard when you're waiting for a webinar to begin and you're all set an FFT, what we do. It's an absolute pleasure to be with you this evening, I can see the number of attendees going up. So, lovely to meet you will be virtually. So, I'm, Jennifer Gray. I come from the Midlands, as you can probably tell, from the accident. I've been a party member, 3.5 years. I'm the regional candidates chair, for our area, and I also do quite a lot of training for my for my region to say, yes, lovely to be with you, and look for spending the next. Well, so if you at least a few hours, that would be too much rented some time with you to frighten you will because we've already started. So, yeah, I'll hand over to Aetna.

10:07



Unconscious Bias Training - Transcript - June 24th 2020

I am happy to be with you all this evening. My name is Ed to Adwords don't really mind. And I'm a teacher, but I'm not involved in the party, are being active most recently, and currently as a local butcher. And the East of England. I've also been a candidate and local. And lastly, I do quite a bit of training with LDC and the party.

10:31

So we're looking forward to spending this time with you this evening pushing back to Canada.

10:39

I'm candy PAC. I have very long history in the party of wearing a number of different hats. Currently, I am a member of the federal board, but important if this, I head up the party's training on diversity and I am the chair of the campaign for Gender Balance and I'm a member of the party subgroup on the new disciplinary process. Historically I was Deputy Director of Campaigns for 10 years and I worked very closely with both Paddy Ashdown and I was Charles Kennedy Campaign Manager in a two of his general elections. So work closely with it.

11:17

This particular session, we are running full, on, on, a system that we haven't used before.

11:25

So what I'm going to ask you to do is help us out by having a look at that sidebar and seeing if you can check out where you can find the place to ask questions, because we are relying on you to ask questions. We have got 274 people online at the moment, so we may not be able to take questions from everybody.

11:49

But we do have the brilliant Nicola Clark, who is the parsis training manager online. And what she's going to do is sift through those questions as they come in so that when there's a number of questions coming in on the same topic or something that's particularly relevant to what my colleagues and I think, she'll pass that on to us, so that we can incorporate it into the training.

12:10

We're also going to do a number of exercises during the session, where we really want you to come up with suggestions, and tell us what you think, because although it, in a classic way, the webinar, it can be tricky to do a lot of audience involvement. We want to get as much as possible into this as we can, to really get a feel for what you think, all the issues with Unconscious bias in the party.

12:34

So, Ah, that's the three of us.

12:39



Unconscious Bias Training - Transcript - June 24th 2020

And, Or, just to let you know, that the slides are going to be available on the lib dem learning section of the website after the webinar. So you're going to be able to go back and have a look at them.

12:52

I would just add a word of caution. Please don't rush off and try and train them yourself. There's an awful lot of background to these slides that actually, you need to check into. So if you want a session run, especially in some circumstances, you lead, actually talk to Nicola.

13:07

So we'll move on.

13:09

Please take a piece of paper and head it right at the top, the Action Points because everybody's going to take something different from this session.

13:22

And if you don't write it down, there's every chance, Particularly given that it's such a hot evening, that you're not going to remember exactly what those points are. It might be something that three of us say, or it might be something that one of your colleagues says, and you just get that moment where you say, Hey, that's really important for me.

13:39

To capture it, jot it down, and if you lose every other piece of paper that you've got with notes written down on it, please make sure that you all have got that available to you. Now, I know there are people asking about whether we're going to cover racism, and yes, it will be part of this session. We're going to cover a number of different aspects. But, of course, unconscious bias is very much wider than just one form of bias or discrimination.

14:11

And that's why it's so we get a look at this in the round about the un particularly think about how bias might have an impact when candidates had chosen when internal elections are held. So it's really a fascinating subject and I'm hoping that you'll all go away. Interested in finding out more about how unconscious bias worked.

14:36

If I was running this in the commercial environment, I would want to be running. This is a 2, 3, or even four day course. So we're going to be scampering through a lot of really basic introductions in what we're talking about in the next hour and a half to two hours.

14:52

Do Jennifer or Ed, either of you wish to come in on? That?

14:57

Seems to me, think that's great, Candy.

14:59



Unconscious Bias Training - Transcript - June 24th 2020

Thank you, OK, so done that.

15:07

What we are going to explore is how we know that unconscious bias actually exists. Because the reality is, we all have biases, and we're going to dig into that a little bit more.

15:20

And the key thing here is that, in everything that we do in local parties, in state parties and in federal parties, actually, unconscious bias has an impact.

15:31

And being able to spot the circumstances where it's more likely there's going to be bias is really helpful.

15:40

Now, of course, it's unconscious.

15:42

So it's much easier to spot it in other people than it is to spot it in ourselves, but as we become more self-aware, we may be able to manage our own unconscious bias. And that's what we're going to end up with tonight.

15:56

So, again, where all the things do that is as a League Game with the preamble to the Party Constitution.

16:05

Now, I'm sure you all know this. Some of you will know it by heart.

16:10

I think he's a brilliant piece of writing. It covers so much. And if you really think about it, this defines the the absolute heart of what we stand for, and it's really important, I believe that as a party, really up to this practice. And that means we have to think about it consciously.

16:29

And as libdems, we do see ourselves as pretty much fair and unbiased, But, what do you think?

16:37

Do we actually do that all the time?

16:39

Perhaps he might like to put into the questions, um, about what we have.

16:52

Sorry I've just had some quite a question coming in from from Nicola, which I'm going to reply to you in just a moment.

17:02



Unconscious Bias Training - Transcript - June 24th 2020

Um where do you think of a time when maybe the party isn't the same as it should be when other times when as a party, maybe we're not as unbiased as we should be?

17:18

So ah if you can just put your pop in those questions, Slate and Nicola will feed those back. We have quite a diverse panel tonight. We've been asked about whether we should have a more diverse panel. I'm an older woman.

17:38

Jennifer is a young white woman, and Ed is, how would you like to describe yourself? Ed?

17:48

Well, I describe myself as a young man. I think. I'm also LGBT, and I'm half Indian say, from an ethnic minority as well.

17:59

So, um, we, we've tried very hard to have a delegate panel for you here.

18:07

and, uh, where you have just a small number of trainers, and you can actually have that many of the webinar, it gets quite complicated. If, if you go for something, if you go to 10 different trainers, to cover as many dollars as possible. But I hope we'll be able to pick up for you on as many issues as possible that you're concerned about.

18:29

They're all going to be, in the future, training courses on very specific aspects of diversity.

18:38

And those webinars will start to appear in the autumn of DAA.

18:43

We get through conference, which is an absolutely, um, massively complicated issue as we're all having to learn a brand new bit of software to be able to present it.

18:58

OK, so let's see, Nicola. I'm perhaps you'd like to tell us a few of the the kinds of problems and she's just texting me through to me, Misogyny Ableism sexism. Some of the issues raised.

19:13

Yup, All of that, and more, and we're going to cover a range of those.

19:18

And ableism is a very interesting one.

19:21

Uh, I think there is, I've been talking to staff members recently, about how we can actually tackle the issues for our disabled members, the cause.



Unconscious Bias Training - Transcript - June 24th 2020

19:34

We were very aware during the general election of how difficult it was to get disabled candidates selected for general election seat, any general election seats, not just target seats, and that's an issue that we are actively exploring to see what we can do.

19:52

To support, we're also currently working with LDA on Training and exploring whether there is something that can be done. Not dissimilar to the campaign for gender balance for our disabled candidates.

20:08

So, we're going to move on to the next slide, and just start to explore why bias actually exists. Now, of course, like all these things, it's part of the architecture of the brain.

20:20

We look for people like us.

20:23

Safe incomes from hanging out with your trolleys.

20:27

If you were a stay in the stone Age, it will. You would have been concerned about Salting friend from foe, and you would have been looking for the people who were wearing similar bits of feathers beads in your hair. You would have been looking for signals to say that they were part of the same social structure that you will parcel.

20:50

And in the modern world, actually, most of the time, we are able to override this.

20:59

We have empathy, baht, there are times when we're tired, when we're stressed, when we're post viral, and I mean an organ, we call not necessarily the coronavirus, different kind of coronavirus.

21:12

But actually, there are times when we really don't have the headspace in order team.

21:20

Think through and spot that unconscious bias is affecting us. So here's a definition to just tie down exactly what we mean by unconscious bias.

21:31

And I think the key words here is where we're talking about automatic evaluation, We're not thinking things through, we're just reacting.

21:41

And that's the problem.

21:43



Unconscious Bias Training - Transcript - June 24th 2020

You can't go to people in your local party and say, I'm conscious biases, do you have, Because they don't know.

21:51

None of us, we all have biases, and that's what we're going to look at because we actually need unconscious bias.

22:00

It helps us in many circumstances, and it's involved whenever we make any kind of decision.

22:08

Uh, we might make a decision on about how much we actually take notice of somebody and how whether we take them seriously based on their accent.

22:21

It might be an accented like out, is a bit more acceptable.

22:26

If it's a different kind of an accident or an accident you happen to not like, you may not take it seriously.

22:36

So it's thinking through when that bias is affecting what you're actually doing.

22:45

And it's when it is unconscious that it's dangerous.

22:50

Most people, when accused unconscious bias, remediate a shock because they think, I'm not a biased person. I'm a liberal. I do my best always, to be fair to live up to that.

23:03

Preamble to the Constitution, as illiberal, I define myself as somebody who is open minded.

23:11

But they are all issues that you, you just don't know where you have a bias. And the reason and it is dug in so deep. So let's explore something that's away from politics. Let's pick it up in different areas.

23:30

And think about a circumstance where unconscious bias might kick in when you least expecting it because it is unconscious after all. Jennifer?

23:43

Yes. So, right. Oh gosh.

23:47

So one that comes to mind for me, actually, whilst you, what you were talking moments ago, can do when you're thinking about, when, you know, somebody that Scott, that's



Unconscious Bias Training - Transcript - June 24th 2020

just, got married. one of the unconscious things that a lot of people think, in fact, they say it as well as having children. next. That's one of the things I think comes across a lot as well, and anyway. So, we're looking at a night out, and you've been on a night out, and you're getting back on a train. And I think most of us have been in this situation, at some point, in our life or another.

24:20

And you run your train alone, and it stops, and, all of a sudden, we see a large group of people outside, and they're getting onto your carriage, How do you feel in that moment? And it might depend a little bit on, perhaps the day you've had or how you're feeling in that moment.

24:37

But as this picture shows, it's a group of football fan. So a large group, large group of football fans, have come on and got on your carriage. How does that make you feel? And we'll encourage you at this point, to put some of your comments into the chat, and let us know how, how you feel about that. And, as I said, it's probably something that's affected all of us at some point or another.

25:00

So I'll give you a few moments for that.

25:05

I know I've had this situation before, when I used to regularly go to London, and I'd be coming back, and I'd have my children with me. And I think many people who've been in that situation will probably have an extra feeling of protectiveness. At that point, And I've, I've been sat there with them and seen huge, huge swathes of people about to get on and I admit that I sometimes feel a little nervous about what might happen.

25:33

Have we got any responses about how people might feel seeing that group of people getting on the train?

25:40

Yes, we have lots and lots of responses and the majority of them are stating apprehension and fear and worry, intimidation and insecurity, one person. It depends which team therefrom.

25:59

The general thoughts of the majority of people are intimidation.

26:06

Yes. And I'm sure, you know, this is, this is a good one to open up with, because, I'm sure that's what many people can relate to. And then, you might be surprised. Perhaps, that group of 10 gets onto the train their teams when they're in great spirits, and actually, it's a very pleasant journey with lots of lots of laughter and jokes, but in that moment, you're, you're making a very quick snap judgement.

26:30



Unconscious Bias Training - Transcript - June 24th 2020

Is this friend or foe? Is this situation going to work out well for me? And, and, as Candice mentioned, that's a healthy thing for our brains to do. And, OK, so, there's another person who might get on a train.

26:44

And that's this lovely lady here. So, our train stops we can see a lady getting on, perhaps she's carrying a shopping bag, and she's got that lovely painterly smile that we can see there.

26:56

How are you feeling at this point?

26:59

So of course with the last set of people with the football hooligans shouldn't take you to that was that was an assumption in itself wasn't it? the the group of football fans get on? And most of you reported feeling intimidation. How do you feel when, when this person gets onto the train? And again, pop your comments into the chat. Please.

27:25

Anything coming in, Nicola?

27:29

Yes. It's a feedback, which is for the general one with this, is that people are protected if they don't have any problem with this tool. And then you trillo friendly and they feel safe with her around.

27:45

Thank you, That's absolutely brilliant, and you're writing it in that protective. Isn't that lovely that you will care for this person, you want to make sure she's, she's feeling comfortable and she's, she's happy. And, yes, she certainly not a threat to you.

28:01

And I think that that lovely smile does it for me anyway, but she's no threat to you and you're certainly not concerned about what might come next, however. If that, yes, that is hopefully a number of you are looking at this and smiling there because you might know what we're going to refer to. So, for those of you that haven't seen the film Madagascar, and suddenly I expect many of you will have, you will see that there's there's a repeating seed, actually, where this lovely, old lady at an unassuming old lady beats the lineup with her handbag and, you know, really throws him about as well, you know. and so when. Yes, hopefully that can that lighten the mood a little let, you know, obviously, at a appearances can be and not what they seem. So, yes.

28:53

Here is how often comedy actually relies on playing our unconscious bias against this. And this is that kind of example. We absolutely don't expect that from that particular character right at the beginning. And the more that we see, that scene played out the funnier, with big Helms. So, if you haven't seen it before you, go watch it.

29:18



Unconscious Bias Training - Transcript - June 24th 2020

Tough. Absolutely.

29:20

OK, and so, again, if we were all influenced by this and I think one thing we'll encourage you to do after this is, look at your own unconscious bias because everything we do is, based upon our own unconscious bias is, sometimes they might become conscious biases because we realize that when we see what's there. But, unconscious bias is what marketing relies upon for us to make decisions about products that we buy.

29:48

Some of us might look at price as being one of those things. Any maybe if we see a more expensive price on a product. Perhaps. Perfume, if we're looking at perfumes and we see ones more expensive than the other, we might assume that that one's better quality, perhaps. It's it's a bias that's been trained into a set three marketing, and we've got two examples here, two great examples of projects that are marked to us on the on one side honey, honey, honey. And course. There'll be Ferris and, you know, different variations of that. But what's being sold to us?

30:25

Here is a lovely golden, hoodie, butler, lovely bear, and it's something we very much associate weeping cuddly and sweet and nice, and it's looking at It's, it's looking, very inviting. So, they are deliberately trying to appeal to you there with that sort of childlike look of a teddy bear and that lovely golden color looking looking very appetizing. And, I guess, some hints of things like a mailing and Winnie the Pooh come to mind. That's certainly something that most people would look at and have a positive reaction although, of course, do feel free to say if your reaction is is different to that.

31:05

Some people might look and think, oh, crikey. That's that's a big bet. And Marmite on the other side, of course, is the classic product, market itself on that bias and people decide before they've even tasted it, whether they love it or hate it. And, Mom, I use that very much to their own benefit, to sell that product, to us. And so, yes, there are, there are decisions that we make on products that we buy every day, that's based upon our unconscious bias.

31:37

And the fascinating thing is, as we walk up and down the aisles in the supermarket, we don't consciously make a decision about, Yes, I like law might, or I hate mama, or I love honey. We just have some of that.

31:54

We and they, unconscious bias helps us make decisions, we quit P without having to go through conscious thought every time.

32:03

So something that maybe once was a conscious thought has become an unconscious feeling about whether we like something or not.



Unconscious Bias Training - Transcript - June 24th 2020

32:17

Now, you just turn the page.

32:21

This is a really interesting thing, which you might like to blow up, and The Guardian, about two years ago, ran a very interesting project, or on unconscious bias. They did some very large surveys of the population and in particular, black members of the population to find out whether they had experienced bias in the work environment.

32:49

And these are the result of some of the uh, ideas that came out of that, where people had actually experienced these particular manifestations of unconscious bias. Now, of course, because of the Black Lives Matter campaign, following the dreadful: Events in America?

33:12

This is all being rehashed at the moment. You're seeing so many articles, and there's lots of really excellent work out there, which is getting the attention now that maybe hasn't had in the past, as it moved, into people's conscious awareness and out of the unconscious.

33:31

If you Google, The Guardian newspaper and unconscious bias, you will find this article with all the background material on it, and there is a great deal of information that fall too much for us to be able to cover in the short time we have tonight.

33:49

So these are the unconscious aspect of bias.

33:53

Sorry, there is a helicopter, now, going over the joys of live webinars.

33:58

And they also CALPADS elements of conscious bias because where unconscious bias becomes entrenched, actually, people start to have that as a conscious piece of behavior.

34:17

So, if you stopped going through airport customs and this again came from The Guardian Survey, you think you may have been profiled, There are certain signals that certain people who look a certain way may be suspicious. And that changes over time. I know when I was first married, my husband had a Mexican installed mustache. We stopped, every time we went through customs. Every single time, because back in the late sixties, early seventies, ah, yeah, drug runners were Mexican.

34:52

Say.

34:53



Unconscious Bias Training - Transcript - June 24th 2020

Um.

34:54

There's a really interesting comment coming in on the previous slide, about somebody who has actually experienced the first three examples on that, on that very slight. Now. If somebody, if you are, we're back to our carriages here or a boss and ignoring the virus.

35:14

If there is a clear space next to you, and somebody refuses to come seeking it, um, then, that's conscious, they've actually looked, and there is a place, and they start to move towards it, and then they stop.

35:29

That's conscious. They've decided not to sit next to you.

35:33

And in this day and age, and in the Liberal Democrats in particular, if somebody's using our not racist language, that is conscious bias. You don't have accidental racists in the lib dems.

35:46

They will usually, if this happens, they will give you some kind of justification for it.

35:54

But actually, if somebody is using racist language, or slurs in the lib dems, that is a conscious bias. And he's got nothing to do with unconscious bias at all.

36:03

So we're going to come back to the difference between what is conscious and unconscious a little bit later on, and that really is an important aspect to what we're talking about tonight.

36:15

What we're going to move into now is thinking about what's called framing. And those of you who've been to some of my other trainings to the party may admit this before.

36:24

Framing is often where unconscious bias starts, and it may begin, really, in childhood, but it may actually start later in life.

36:36

It's the context that somehow he's created for the way a communication or an event happens.

36:43

The language around basic Brown framing comes from the movies, where you look at the individual frames on a movie screen.

36:50



Unconscious Bias Training - Transcript - June 24th 2020

So think about it in terms of a scene in the film. There's a little cave, and they're skipping down Elaine and the butterflies of fluttering in the blue birds flying.

37:03

And the sky is blue and the sun is shining, and you know, everything's all right.

37:08

But suddenly the music gets darker and deeper. The lighting is turned down the least start to blow off the trees and the butterflies have vanished. Think about some of the Harry Potter films.

37:21

They use this kind of selling, posting this framing very, very cleverly in the way that they create a sense of menace in those buildings.

37:30

So next time you're watching a film, you can have a think about whether your expectations are being manipulated very expertly by the director.

37:41

Because that's how they change your expectations and they set you up whatever's happening and how you view the scene by using framing.

37:52

But just very simply, the way we frame things in everyday life.

37:57

And a frame changes our perception of an individual.

38:01

Politics is all about framing. We frame all candidates as the best thing since sliced bread.

38:06

The way we present them in leaflets, the way we present them in videos is all about making them look good, creating that positive impression.

38:16

And just think about how simply, historically, framing has worked. So, here is a person. We don't know the agenda.

38:27

We can see that color, but we can't see anything else about them.

38:33

Put a frame around them.

38:35

And immediately, that tells you something.

38:38

It tells you that somebody loves them, and they put them in a heart shaped frame.



Unconscious Bias Training - Transcript - June 24th 2020

38:43

But if you suddenly see a poster and you've got that person behind bars, they knew what they were doing in the old Wild West. They put a frame around them. They created an expectation of that individual.

38:59

Um, and pre framing happens every day. It happens in terms of how we hand on frames to other people and create expectations. So, have a think about this. Next slide.

39:19

Has anybody ever heard comments like that made?

39:36

When something goes wrong, it's very tempting to start allowing frames to influence.

39:44

The way we view the people we think could be to blame, and if there's somebody with a questionable frame about them.

39:51

Because our unconscious bias, it has made us a bit uncertain about whether they're able to cope, and young women, you know them.

40:00

They always have that authority, how many times we had that.

40:05

And this young woman, Yes. He seems to be a person of color as, well, Oh.

40:12

Some people might deep down find that niche here.

40:15

Did she find it is easy, or she is clearly a very professional person, though, what's the issue?

40:22

But these look at that as an unconscious level and may have a big impact when there's conflict within the local parks.

40:30

And it's one of the things that we have to be very alert to, and this is why it's so important that this kind of training is rolled out so that people understand how easy it is.

40:43

Or unconscious bias to have an impact And somebody ending up being blamed for somebody might not need to deal with them.

40:53



Unconscious Bias Training - Transcript - June 24th 2020

Now, in reality, we can choose, as I said earlier, to decide how a frame effect says. there's that split second between the stimulus between something happening and our response, and we have a choice about how we respond, But most of the time, we just respond, we don't polls.

41:10

So a lot of the managing of unconscious bias is actually taking that split second to think to think, Oh, we really looking at the evidence in front of us, all, We ignoring some evidence that doesn't fit all right?

41:25

Oh, we filtering out inconvenient information, because a long way the brain comes a filter is like a coffee filter, it catches some of the information that doesn't doesn't match what we're expecting.

41:40

We only allow the information through the filter that matches off brain.

41:44

I was delighted when I found that little bit of artwork of the yellow tinted spectacles.

41:50

Because actually as a party, we do look at information through yellow tinted lenses.

41:55

The way we look at what the other parties do, and the way that lady look at it can be very different.

42:03

But within the party there are lots of frightens. There are lots of different frames that are working.

42:09

And what I'd like you to do now is take a good 3, 4 minutes to just have a think about these different groups of people.

42:21

I want you to think about whether there are positive or negative brains about them, and send you your responses through two for Nicola to pick up.

42:32

Look at that list. There's lots of other groups of people that we've missed here.

42:39

But actually, there is some very significant groups on there who really do finds that unconscious bias has an impact on them in the way in which they are able to function in the party, and whether they are able to succeed in politics in general, and the party in particular.

43:00



Unconscious Bias Training - Transcript - June 24th 2020

They're just giving you a few minutes there to, to, to consider. You've got another couple of minutes.

43:34

So it's one of the hardest things about running these webinars is sitting waiting for the timing of effects.

43:41

Yeah.

43:44

I'm going to give you an example of HQ, stealth and unconscious bias. I remember the very first time as a party trainer I went and trained in Scotland.

43:58

And the I walked in with my co train in the into the front door, Clifton terrorists. and the cry when top and the back of the room of the Feds are here watch out.

44:15

So then when I went and worked in Charles Kennedy's constituency, my maiden name is Fraser, which is a local name up in that area, and I sat down and grilled on whether I was the right kind of fraser and would be allowed to act campaign in the constituency. And literally half the executive was sitting there working out who my great grandparents.

44:39

It was all right. But these are all aspects.

44:45

Some of which border unconscious bias, some of which are deeply unconscious.

44:53

Right, Nikola, we got him.

44:57

Yes, a huge amount, it's quite difficult to keep up, but I'm really pleased to see so many people interacting. So some of the things that have come through class, sexuality, ageism to those young and older people, but for different reasons that people are not listed in the party. So maybe obvious Brexit voters, and some more points. As well.

45:29

I had a very interesting experience when suddenly some of the people dialed in May remember back in the midst of time.

45:36

In 19 97, we had a by election Winchester where we'd won the seat by two votes, an agenda in the general election, and the Tories challenged it in the High Court. And we had to fight a by Election. And, I appointed as head of my computer operation, a young woman of 18, who was on her gap year.



Unconscious Bias Training - Transcript - June 24th 2020

45:58

I appointed as her Deputy a man of 67.

46:05

I found large numbers of my campaign team, either having connections because young women like her were clearly not up to speed. It should have been a young man.

46:16

Or they were having connections Because we all know old people don't understand computers take one person or the other was being objected to and I was oblivious.

46:27

My bias was that I thought that a people would accept my judgement.

46:34

And secondly, that they would know that both these individuals were absolutely brilliant.

46:39

They ran a fabulous operation for me and totally justified my faith in them. But it was a big learning point for me, that unconscious bias can hit when you least expect it. And it's often your own bias, that can help obscure what is actually going on.

46:59

So you can do that. A few of those unconscious biases with tweaked in a, in a positive direction after that too.

47:07

Oh, absolutely. Yeah. I was thinking there's another frame are on here. I'm not sure whether anyone else most mentioned it on the text, Nikola. But if we know somebody has come from another political party to join us, I think, as Liberal Democrats, and that there's probably somebody on the line that that applies to. Maybe you've joined us from another party and it'll be interesting to know about your reaction to that. You know, did did people have pre-conceived ideas of what you might believe in or what might be important to you as a result?

47:38

Anything coming in on that, Nicola?

47:43

Interesting is that it's not one that we've had. Now, you've asked the question. We do have people coming in saying that, yes. They have to come to us from another political party. So that would be yeah.

48:01

The other one that we've come across in training over the last couple of years is the difference between newbies joining the policy and old Gault.

48:12



Unconscious Bias Training - Transcript - June 24th 2020

And the biases that one group have about the other can lead in some local parties to quite a lot of conflicts, which is very difficult. And it's very, very complicated trying to sort those kinds of things out and build bridges between the two groups, and it becomes entrenched. And becomes conscious bias It can be very, very difficult to, to, to establish the point Where they can all work together effectively, because the reality is We need diversity. We need a diversity of attitudes. We need a diversity of experience to build strong teams.

48:47

There's no point in having a team full of people with the same skills as you and the same background, because that way, you don't have the resilience in a crisis.

49:00

I was just gonna say. I think there's also something in terms of how we view that. There's an unconscious bias, and what we prioritize when we're looking to get people more active in the party. So, nearly always the first thing someone will talk about if they want someone to become more involved with that. Well, if they want someone to become more involved with the party, will prioritize getting involved with their local party and doing something like delivering leaflets are knocking on doors as if those are the only things that people can do. And, there, we often, don't pause to think beyond and ask people whether there's a way another way they'd like to be involved raw rather than just limiting it to either trudging pavements, and delivering literature or knocking on doors and talking to voters.

49:51

Really good point. Thank you.

49:54

OK. now, there's loads and loads of groups that we haven't touched on here.

49:59

And that actually is the point that unconscious bias can affect any group.

50:05

Any that can be identified as a group or as individuals, because we can have biases about individuals, as well as about groups of people.

50:15

And they're all There are all sorts of groups that have been mentioned, I know in the in the questions refugees, Nura atypical, single parents.

50:25

Those and more and we're going to try and pick up on a few, but, it's really being aware that unconscious bias can actually lead to discrimination against people when you just don't expect it. It can be anywhere and that's why you have to be constantly on your goal.

50:44



Unconscious Bias Training - Transcript - June 24th 2020

Because it kind of anyone even the people don't necessarily expect something to be sort of them, stereotypical does happen.

50:56

So many and some years ago, and some of you may remember him, the apps, we had a brilliant president of the Policy, Navnit Dholakia. You still very active in the House of Lords and it has been a great supporter of all the work we do, in promoting diversity in the party.

51:15

And, when, when navnit wools into a meeting one day, in his pride and joy, which was a brand new Jaguar, he was pulled out by the police, and they thought, he was up to no good.

51:36

And there, he was, an Indian man driving, driving this, very, small, looking coll.

51:43

And, they proceeded to question him.

51:46

They got in the car, and they asked for his paperwork, which, luckily, he had, and they still weren't satisfied, and they started asking him exactly where he was going and why this meeting was so important that he had to get to.

52:00

So he explained at the time, he was actually the chair of the local police commission, and he was actually on his way to meet the chief constable.

52:11

At which point, the frame broke as far as the policemen were concerned. They collapsed in a sort of pebble on the phone. Can we possibly Scott UTM Meeting? We can. We can we can make sure you're not late, because at that point, but they then were desperate to create a frame of them being helpful to get.

52:34

Now, of course, that story triggers another stereotype.

52:39

It triggers another prejudice in us, and instinctively, it triggers a frame about the police.

52:51

And that frame may be justified.

52:54

Or it may not.

52:57

In those days, which is many years ago, this was pretty common.

53:01



Unconscious Bias Training - Transcript - June 24th 2020

Sadly, we've discovered from the media coverage in the past couple of weeks, it's still very cold. Far too common.

53:11

That is something that I know that there is a lot of work that's done in the police force to try and stamp out racism, but it's clearly not done.

53:23

They Well, that's a good one.

53:25

At that has not yet worked. Unfortunately, this is a comment that has come in. Unfortunately, our local police teases their race advisor that's giddy.

53:36

Haven't seen that one in the press, but there are problems with any kind of institution, because you do Get, unconscious bias is handy.

53:47

Don't you remember the one about the young, female, Black, local party check?

53:53

Very easy.

53:55

Oh yes, she's very good.

53:57

Or oh, well, I'm not really sure she can cope, and that brain can get amplified and start to create bias in other people.

54:05

So unconscious bias is catching, sometimes, unconscious bias.

54:12

Well, we might view this next photograph very differently from how an old type Tory might react.

54:24

Any suggestions as to how, what the difference might be?

54:32

I suspect most people will own the here.

54:34

Have have actually come across this photograph before, including our current prime minister sitting on the steps at the front there.

54:42

I imagine the chat's going quite wild Now, those comments are this.

54:50



Unconscious Bias Training - Transcript - June 24th 2020

They say, this is fascinating because I had to train with a diversity manager.

54:58

Once you actually looked at that photograph and her instinctive reaction was, oh, this shows what promise these young men have got. Exactly. Did you get to do that?

55:12

It absolutely shocking to us as live deadens what are the answers you're getting in Nicola?

55:19

So some of them, I'm not gonna read some of them out. But the majority just privileged tough.

55:29

So there's a lot of people saying Tufts, and I'm sorry to take it off. please, I find it offensive more money than sense, but one of the things that's running through a privilege.

55:43

And that's what we're going to explore now. In the press at the moment, there's a lot of discussion of privilege and often white male privilege, which is encapsulated in that photograph for so many people.

55:56

And it really is a pernicious concept in there of how some people feel that they have the right to behave in a way that is unacceptable to others. All you have to do is think about the Negative Dominic Cummings.

56:10

But, it's so much wider than that.

56:13

And it's often referred to very, very widely by women and people of color.

56:19

Cool.

56:21

However, there are a number of people who totally reject it, and I'll bet we've got a few on this on this webinar tonight.

56:26

We feel that to say that white men or white people have privilege is actually ignoring the horrendous circumstances in which, for example, a young girl in calf, white, to go in care, say in Rochdale, say, in London, say, in any part of the country, What privilege does she have?

56:51



Unconscious Bias Training - Transcript - June 24th 2020

Well, actually, you don't measure that in terms of her privilege against yours. You measure her privilege in terms of a black girl in the same situation.

57:01

And the reality is, it may be minuscule difference, but that privilege is still there.

57:08

And privilege is something that gives you an advantage now, all three of our panelists, we are privileged.

57:15

We're educated, we are financially secure, at least, I hope.

57:21

Well, we have standing that allows us to be here talking to you, so that is intrinsically privileged.

57:32

I think the other thing that we need to think about very much is, What are the different factors that can trigger?

57:40

Privilege? What are the things that allow you, to be proven NICHHD, I trained in around 30 different democracy developing democracies around the world.

57:50

And a lot of the time, I was traveling, on the basis of my privilege that I was coming from the UK, which had tremendous respect around the world, in those days, barely 10 years ago.

58:06

And I was able to train about how an effective democracy would work, and people would listen to me and respect what I was saying.

58:13

Because of the privilege that came from being involved in UK politics, I suspect that privilege has evaporated with the complete chaos of the last couple of years.

58:27

But, it is very easy to find it hard to accept that you are privileged that we are privileged and to recognize the ways in which we are privileged.

58:39

And many people just find this really hard to grasp.

58:44

And they often feel attacked when the privileges pointed out to them. And the reaction is, but not privileged, will actually, probably you all. Now, if you own a computer, and you are watching this on a computing device, you are privileged in comparison to the



Unconscious Bias Training - Transcript - June 24th 2020

people who have gone through lockdown in a flat without any form of electronic to default. It's to keep in touch with what's happening in the wider world.

59:14

We are all privileged in one way or the other, we can actually afford to pay ourselves to a political policy.

59:22

But some people have a really visceral hatred of the discussion about privilege.

59:30

It's actually because they fear that somehow they're going to miss out if their privilege is threatened. They don't understand helping somebody else does not necessarily diminish your privilege. It's actually, right. You know, we want to raise everybody up to the same level of privilege. We don't want to get into a situation where we entrench.

59:54

Privilege in the system and that's what happens in society here at the moment. And is there anything you want to add to that?

1:00:02

Cool.

1:00:04

Yeah.

1:00:05

I think it's just useful to think about it in terms of, I mean, see, when we're talking about privilege, it can be just a privilege in one context.

1:00:16

And seeing the examples you're giving, you are identifying individual things, so it doesn't mean you're privileged in all aspects of your life. And it's just that with one element of your identity. Hey, you're not receiving discrimination or prejudice from other people on that factor.

1:00:33

So, I mean, one example I had to give for myself is that aye, When I'm interacting with people who don't know me, I often come across to people as being white.

1:00:48

And so my experience, even though I am of Asian heritage, as well as being white and my experience is more privilege than someone who is visibly not white, but who also may be mixed race and have half white half Asian heritage. And that's the privilege is not that.

1:01:12

Next is I'm doing anything to counter someone else. It's that I just don't experience discrimination on the basis of visible difference in that respect. And so I don't have to deal with that in my day-to-day life. It's one thing I don't have to worry about. Where is



Unconscious Bias Training - Transcript - June 24th 2020

someone who is visibly not good or seems basically not white? Even though, actually, they may well be mixed race in exactly the same combination as myself may end up having to face that discrimination and prejudice day-to-day.

1:01:41

And I think that that's just on one factor on every other factor. They could be more privilege than me. They could be richer. They might be straight. And therefore, they don't have to. They don't experience homophobia. Sorry. It's just on individual factors. We rarely that it's most effective to identify that privilege.

1:02:02

But then we do come to the stage, and I think the next slide is about intersectionality, and we come to the stage where they become overlapping. And so you can get some people in society who experience multiple levels of discrimination, oppression, prejudice, but whichever way you want to use to describe that, where you're, you're experiencing most poor levels.

1:02:27

So, some people who have a factor, maybe a couple, where they're experienced that prejudice, and they layer, you can't view them in isolation. If you're a black woman, you can't hide either of those things from other people. They're going to visibly see them. You are going to be subject to discrimination and prejudice on both factors at the same time.

1:02:51

And so, you are treated differently in general, obviously, there are always exceptions to the rule, but you are treated differently in general, to how a white woman would be over a black man, because of the difference in terms of the agenda and color combinations. So, intersectionality is, is about recognizing that some people experience multiple levels of discrimination, prejudice depression at the same time in their day-to-day experience.

1:03:20

And I think it's also worth noting that there are what you might describe as, say, hidden or non visible sources of oppression. So, disability is often one, because not all disabilities obviously are visible, but the way that our society is structured can make a day to day challenge for people who do have disabilities, even though they aren't visible when we, people, then don't take note of them. I mean, there are plenty more worthwhile. That's just one example. So intersectionality is an important thing to recognize.

1:03:54

There are those multiple levels that people have to face.

1:03:58

And interestingly, if you look at the descriptions of the two people here, how easy do you think they would find get to get selected or approved either as parliamentary candidates or even as counsel candidates?



Unconscious Bias Training - Transcript - June 24th 2020

1:04:15

The works on the Referee's truck comes from a conversation I had some years ago with a, I'd done a strategy session for local policy And they were looking for a new chair of the party. They couldn't find anyone to take it all, take me down.

1:04:34

And I suggested somebody who'd been very active in the workshop because it got brilliant strategic sensei with absolutely no Articular. Clearly hard working in the local policy.

1:04:47

And the leader of the Council group turned round and said, No way.

1:04:53

She said, It's just not possible. He works on a refuse truck.

1:04:58

Aye.

1:05:00

I thought we were a liberal party.

1:05:04

So in the lib dems actually, we are not just Barry White.

1:05:10

We are very professional calls, and we do find a lot of discrimination against people who have economic problems, somebody who's out of a job.

1:05:25

Now there's another one that came up through a number of those sessions, these unconscious bias sessions that we've done.

1:05:31

There are some sections of the party who are very suspicious of people who are evangelical Christians.

1:05:40

Although there are a large number of evangelical Christians in the party who are happily signed up to all the values that our preamble to the constitution suggests.

1:05:51

And it's really interesting that there has been a little bit of a polarization about views about people who are people of faith in the policy and it's not one particular faith, that's the issue there. There, there is a clear separation and potential for quite a lot of problems within the policy of unconscious bias, between those two opposites. And it's something that we need to be very mindful about, because as I believe, as Liberal Democrats, we need to respect other people's points of view. and attics includes respecting their religious views.



Unconscious Bias Training - Transcript - June 24th 2020

1:06:33

Now the difficulty is when those religious views come into conflict with some of our other values.

1:06:40

But actually, people who are active Liberal Democrats, in all parts of the policy, are very able to have those discussions and get those discussions out there and to have a reasonable consideration. And they don't have, they do not start to discriminate against other people who don't share their own religious views in their own religious viewpoints.

1:07:04

It's a very important area that we need to think about, one that's, I think he's going to be increasingly important, But these two examples of these kinds of people who would find it hard to get approved as candidates, we really need to think about that, especially as the party is now selecting candidates for county councils. People are discounted.

1:07:27

Picture on this slide, of course, is Megan Merkel, who is there because she was discriminated against on the basis of intersectionality, misogyny. She's American. She's an actress.

1:07:39

She's a woman of color.

1:07:41

I'm divorced as well in relation to the Royal family. Yes. To me the way the media, when told is really interesting and there was a montage, at one point about the things she was told off for including that dress, because the children the queen was there.

1:08:02

The Duchess of Cambridge wore similar dress and it was absolutely fine wasn't an issue at all.

1:08:07

So really do need to be aware that it's easy to look at this picture and get us media going after. Well, what do we do internally? Where all the issues that crop up internally?

1:08:21

OK, so I'd take us away on the next slide because this is the one where we're not really challenging you.

1:08:30

So one of the things we need to think about, and as Kevin said, there selection is an important element where we need to be aware of our unconscious biases, to make sure that it's not having an impact on our approval selections, and so on. And this is probably the time of year with so many elections coming up next May, that actually, many of you in your local party, Square will be having approval processes, and then selection processes later in the summer.



Unconscious Bias Training - Transcript - June 24th 2020

1:08:59

And so what we want you to do is just give some thought to what you think might give privilege within the lib dems. And we've mentioned some things already, but I'm sure you can come up with plenty more. And think about what impact that.

1:09:18

That would have within an approval process, and that, I mean, probably, the answer might seem, might seem obvious from the way that it's been framed within the training.

1:09:25

But we'll give you the time to contribute to the, the chat, and then we'll get making it to shadows. And we'd also, there's been some questions about having a comforter. Great.

1:09:35

So we'll give you Yes.

1:09:40

Yes?

1:09:43

If you want to Just go for a quick comfort, right? We'll give you a couple of minutes to everything.

1:09:50

Oh, yes. It will. Also. If you would mind just repeating the last sentence.

1:09:57

Yeah. So some people have been asking about half of your comfort break. So we'll leave this slide up for a couple of minutes, and now would be a good time to go and take a break, and then baton, and we'll hear some of the responses from Nicola.

1:10:14

Personally, I'm going to go on top of I watch as well, since I am. It's about two degrees inhibit that I was having done that. In 2, 3 minutes, and we'll start again.

1:10:35

Like to mute yourself, Join us.

1:14:41

Yeah.

1:14:41

Hi, everybody. Just as we're all coming back to get our responses to this exercise, I just wanted to say quick word.

1:14:50

While we had 1 or 2 comments in about specific cases, we're not going to talk about specific cases, because we might inadvertently say something that could be prejudicial to a disciplinary process. So, we're talking about much more general cases or cases that are historic.



Unconscious Bias Training - Transcript - June 24th 2020

1:15:11

And that way, we can avoid having problems that may, well, we might cut across how a fair post disciplinary processes run, OK, so, back to you were talking about how party privilege. So remember, these are the things which give people privilege, particularly within the party, but particularly within an approval process.

1:15:44

Yes, so, I think before we go to our slide of the ones we came up with, Nicholas, you're able to share some of the thoughts that have come in from everyone on the webinar.

1:15:55

I Absolutely. Yeah. So, there's been some really interesting ones, but they kind of boil down to the following and I'll try to be quick high rollers within the party already or years of service in the party Education level. Financial, well, so if you can afford to sustain yourself through a campaign, for example, again, time to campaign and say, your family situation may may help or hinder with, that, People have suggested. Another one is who, you know, whether you're a member of the old Guard or the new phase, your house, your age, your personal relationships? And an interesting one, I thought, which was your IT or social media capability?

1:16:41

There's a lot that, I have a degree with all of them, I think, I don't think I disagree with any of. those are all things which have had an impact. I mean, I can definitely think of situations for most of those, where I know it's probably had an impact. one way or another on how someone's been able to interact with the party.

1:17:00

If we go to the next slide, Candi, then you see that some of these reflected here.

1:17:10

I mean, where you live is not one that was mentioned, but I think it cuts across quite a few of the things people are mentioning, because, in a way, the people, you know, will come as a result of where you live. If you live in a local party that is successful and has historically been successful, and by getting involved in your local party, you probably know quite of councilors and MP. And you may even know some other ones because they come and speak at your events, whereas if you're in the local party, that's just trying to exist. And I have been in both types. So I know there is a big contrast, and difference am I know some of my local party members now. I've never met one of our MPs. I've never met an elected counselor for the party.

1:17:52

And that's, anyway, that's a window onto my family lives. And the way it makes a big difference and the geographical location of appropriate unit can come across a lot of those different things. And then we see the difference in how that affects someone's journey within the party.

1:18:11



Unconscious Bias Training - Transcript - June 24th 2020

There's other ones on here that people have mentioned, so special skills to kinda IT skills. Whether you've been elected, and that's not just actually, whether you've been elected to a political office outside of the party, who say, being elected to office within the Party. Obviously, gives you an immense range of networking capacity, and ability to know all sorts of high ranking members within the party who, who either know how things work or when no other people. So all of these things can have a significant impact on a person's journey within the party.

1:18:48

And I think it's also linking it to the idea that Jennifer mentioned earlier, in terms of people joining the party and where they joined from.

1:19:00

I think there's always say, something to be said in terms of, when people join the party. Some people join us completely new members who don't know anyone or anything within the party.

1:19:11

But some people join the party from a situation where they may already be a counselor.

1:19:17

We've seen, when past people join the party, already being MP's.

1:19:20

Actually, your experience within the party as a new member differs significantly in terms of how you join And which, all right, what network you have around you when you do that?

1:19:33

So we always need to be mindful of that.

1:19:38

And that's something for us as individuals within the party, when we're working with other people, to try and break down some of those, those barriers, and help people, too access the party when they may not have these opportunities.

1:19:54

So, there's work that we can do, But we need to be aware, Oh, the privilege that people have certain people have within the party, to be able to then break that down for other people.

1:20:06

Because if we don't recognize that, for example, all three of us delivering this training today, have a level of privilege stays higher within the party, because of the people we know within the party, compared to someone who may well be watching this now, he was completely new, and hasn't been, hasn't got that network around them.

1:20:26



Unconscious Bias Training - Transcript - June 24th 2020

Well, we, we need to recognize that and give people the opportunity to get involved without requiring those skills. I think it also goes back to what I was saying about campaigning earlier.

1:20:36

When we always assume the people wanted to do kind of knocking on doors or you wanted to go into level effects, we presume that they have the time and capacity to do it.

1:20:50

And we use them actually, in some cases.

1:20:53

Undervalue or completely ignore the fact that some people do have a lot of skills that they could give to the party. And then we completely don't take any notice of or don't even work out until much later, and then ask them to take advantage. So it works the other way as well. We sometimes assume with new members have nothing they could possibly give to the path the apart from delivering leaflets and knocking on doors. And that's really not true, either.

1:21:16

Can they were when you wanted to come in?

1:21:20

No, I think you've got got. That is one extra, though, I would add to that slide.

1:21:27

In normal circumstances, there is a great deal of privilege.

1:21:31

If you are able to go to conference, you can network. You can make all sorts of contacts. And you can learn all sorts of things about the policy that you wouldn't know if you're in a job. That means you can't actually go and spend the better part of a week by the seaside in September.

1:21:51

And that's something that I'm actually hoping that having a digital conference is going to help us a lot that in one of the as a potential. And if it's coming out of the pandemic in that we're not having an actual physical conference this year.

1:22:13

But for people who can't afford it, they are much more likely to be able to log on and actually take part in what's going on in the, in the digital competence than they would have been in a physical conference. And I hope some of the learning from that will carry on for the future.

1:22:31

Ah, Don't pick up that, the other point, that's just coming about Canvas. Yeah.

1:22:38



Unconscious Bias Training - Transcript - June 24th 2020

Yeah, The The physically comes in and it's been putting this crazy thing actually that is It's not also about having a time at something like the confidence to be able to do that and the feeling able to go out and talk to people about the party.

1:22:54

in essence, is something everyone could do, But not something everyone wants to do. And also being given access to the opportunities to do it in a structured way where you've got support and help And that That's an important thing for you.

1:23:08

If you're involved in running no local party or any campaigning is to think about Which, What support and guidance and assistance? do you need to give members? And they don't. It's not just new members. And that's a mistake you sometimes make. The only new members need training. Members, what support and advice and guidance can they have? Because if somebody is a great treasure, that's fantastic. And they, they prove that kind of credibility.

1:23:34

And so when in your local party from that row But we shouldn't assume that the person who is a great treasure treasurer also immediately feel comfortable going out and talking to people in the local community about the lib dems. They may well want that support and training. So being aware of the privilege that people have can help you then offer the guidance and support to kind of bring everyone else up and give them more opportunities to get involved and participate how they want to change in our party nationally.

1:24:05

And that support, but it's worth saying that in our digital conference, we're going to be running over 80 different types as part of that digital conference.

1:24:16

And that's something that it's not just about what you might want to learn, but think about the people in your local party who might benefit from that.

1:24:26

And think about them.

1:24:28

Maybe the people that you haven't considered in the past, that might be able to do things, because your unconscious bias might mean that you're missing. People who've given a little bit of help and support, could contribute a great deal in the future.

1:24:41

But we do things all the time in the party that are affected by unconscious bias. And, Jennifer, you're going to take us through one?

1:24:51

Indeed, indeed, thank you, Candi.



Unconscious Bias Training - Transcript - June 24th 2020

1:24:54

So, moving on to the next slide.

1:24:57

They got the, thank you. So, and, this is going to be another opportunity for you to put forward your comments and your views. So, please get those keyboard fingers at the ready and those of you that are swiftly reading ahead can get started. Nicholas going to be looking at the comments that come through, So.

1:25:21

Picture the sea, it was only 48 hours until nominations had to be in, for local council byelection. We all know how exciting natively.

1:25:32

An approval panel was hastily convened when the previously selected candidate had to drop out and there was only one person available to stand. Now, this person was a friend of the group leader who strongly recommended him.

1:25:46

You have no reason to to mistrust the group leader. I'm sure the potential candidate was approved on balance, So that tells us that within the, within the group, that we're doing, that, some people will perhaps perhaps had some concerns, that maybe they put their faith in their trust in the group leader, and he must know what he's talking about with this candidate.

1:26:07

The byelection was a success and we won by a handful of votes.

1:26:12

Unfortunately, the new council and never really fitted in with the group, he didn't have time for the role that he was doing. And he wasn't interested in campaigning and his instincts were more toria leaning liberal Democrat.

1:26:25

So actually, this is causing yes, is the short term fix was causing a long term issue continued. He resigned from the group at a critical moment, and as a result of that, an important, though, was lost.

1:26:40

So I hope that going through that story, lots of you've got some thoughts on that particular situation, perhaps some of you might have even seen similar situations in your time. And so yes, please do pass your comments on.

1:26:57

We really want you to think about this, in terms of the frame that we've just been discussing, what kind of frame or frames could have been in place.

1:27:06



Unconscious Bias Training - Transcript - June 24th 2020

That meant that he was proved when perhaps he shouldn't have been, or, well, are they right? Where they would like to take that risk, and go ahead, be interested?

1:27:16

Absolutely. Because, of course, that the of the other reality may have been, that they don't stand a candidate, You know, how, how might that, in that case, they definitely would have lost. You know what, It's a difficult situation, isn't it? And of course, time is of the essence there. And, you know, the decision needs to be made very, very quickly and with the information you have at hand. And so actually, you're relying on your instinct far more than you might usually in a situation, of course, most selection situations and designed to try and remove our unconscious and conscious biases as much as possible.

1:27:53

In this situation, we're having to make quite quick judgements and that's where perhaps our unconscious bias might have a little bit more that will room.

1:28:04

So if we've got some interesting comments coming in, then Nicola.

1:28:10

We have yet we've got some comments with regard to risk management and how that risk was managed within the Great We've got a comment that the great leader didn't manage to manage the situation. Very well. There's quite a few comments about succession planning. And whether or not that count that candidate was the right person for that position notes on cleverly selection. Again. Another cancer, as well. The good one that set, the candidate benefited from the positive framing, from his relationship with the group leader.

1:28:49

Yes.

1:28:50

Yes, I think you're right. And, I come from what appears to be coming through, lots of your thinking about, fixes to that, and things that you could do to stop that happening in the future.

1:29:00

And they, of course, the difficulty was in that situation, and it with, with a very short timeframe, you are a good council, This is a seat that it's important to you, clearly, know, could put you, into, potentially leading situation, would certainly strengthen your group, so you don't want to miss that opportunity, But you don't want to take on a candidate that could cause you problems. So it's a difficult situation, So hopefully You've all had time to consider that. What did go wrong? If you haven't put something into the chat yet, please do, and we really appreciate the comments that you're putting in, and it certainly helps set to give us some something else to think about. So please carry on doing that.

1:29:45



Unconscious Bias Training - Transcript - June 24th 2020

As candy mentioned, what frames might have been in place whilst we were making those as quick decisions?

1:29:54

The group leader. Now of course, you have your own picture in your head of what this group leader, looks like, I think. We can perhaps assume, in this case, on the fact that they chose the candidate, that people had a good impression of the group leader, they, they thought, well, if I'm not sure if he says him or her after the group leader, I must admit, so, when I shall, I shall try to refrain from that. That the group leader obviously has a good, a good impression. And people think a lot of this person and the difficulty there, we've got that set point there, the halo and horns effect. Sometimes when you see somebody, and you think they're very effective at what they do, you might tend to think that they're very effective at everything that they do. So, perhaps you've seen this group leader and he's made some some tough calls. Or she's made some tough calls or he's made.

1:30:47

Some really good decisions are, made you think about something in a different way that help to broaden your own mind. So, because of all of that, you think, I trust this person, they're going to put forward a candidate that we can rely on. They're gonna put forward somebody. that's going to be good for us. Similarly, and perhaps, you know, the group leader, you don't think that they're very good at their job, or, you don't think that they make good decisions, That possibly, in fact, I'd say, probably impacts your decision making. And what, what is it that's really you know, deep down in your subconscious that's making you choose either way, at the time, When you see this candidate? Because, of course, the candidate is quite new to you. Are you making snap decisions on, on the way they dress, on the way they speak to you on an on who they addressed in the room on the very brief introduction they may give of themselves.

1:31:45

A lot of really important decision is made on that to that bit of information. So do we have anything else coming in on the chat That, please, Nicola? Just a really interesting point about framing and the the the frame. If the candidate might've been assumed to be the same as the frame of the council later say, yes, that is transferred from that person even though they might have not had the same capabilities at all.

1:32:13

Thank you. Yeah. That's absolutely one of the points that we're getting at here.

1:32:17

Because you have you put faith in that group leader and you think that they're, they make good decisions, they're a good person and you, you can perhaps consciously or subconsciously feel that they're going to put forward a good candidate. And, of course, the bias that, we must have a candidate, You know, We were talking about cancer group here, that's clearly got some strength in, amongst its ranks. And so, putting forward, no candidate at, all when you're in quite strong position on your local council, what does that say about you? And people will have a bias. They want, they will feel very



Unconscious Bias Training - Transcript - June 24th 2020

uncomfortable about, not not stomach a candidate at all. Perhaps, particularly in a by election, when, we know, consciously at the liberal Democrats tend to do quite well in those situations. So, yet, some really good comments there. Thank you very much for those that have come through. Is there anything else, Nikola, ..., before we move on from the slides that you think we should pick up on it?

1:33:21

I think we've covered a lot of it is just a lot of comments right there about the great leaders influence in that situation. Yes, OK.

1:33:31

Right, Yeah. Thank you for that. That's very good.

1:33:34

So what we're going to do now is think about the language of unconscious bias, and what we're, There's a lot of terminology being thrown around in the newspapers at the moment, And it's worth just thinking what these different words actually mean and the different aspects of how unconscious bias might present, and we're going to look at the difference between stereotypes and prejudice and how they might lead to discrimination.

1:34:02

And the first point is just about stereotypes. And this is the shortcut.

1:34:07

Stereotypes is where you have a view of a group of people and when you actually meet somebody from that group, or if you've got a stereotype that they're absolutely charming and wonderful, You're when you're very surprised when you find somebody who isn't.

1:34:25

The stereotype, the women are good with people.

1:34:27

I know some women who are dreadful with people and men are good with computers, eyes, many dreadful with computers, to the stereotype. It's just a shortcut and it can lead to something more serious. But it melts away under pressure.

1:34:46

The problem is it stereotype starts to harden up and sometimes the calls the framing means you only.

1:34:54

Notice the evidence that supports your stereotype and over time the stereotype Harper's and becomes actual prejudice or bigotry and where it's negative specific beliefs about an individual, um, let that woman easy evil on sheets of traffic.

1:35:17

The prejudice of somebody who works on the ... truck, they're not very bright.



Unconscious Bias Training - Transcript - June 24th 2020

1:35:22

Prejudice, I don't trust that that man, he's black.

1:35:25

So he's, obviously, a drug dealer.

1:35:29

Those are all horrible, bigoted points of view.

1:35:33

And those are extremes. But actually, prejudice comes in all shapes and forms, and it can be a less serious, but it can lead to equally serious implications for an individual.

1:35:49

Prejudices can be unconscious, or they can be conscious. People may have thought about them and cemented them in their worldview.

1:35:57

We can develop prejudice based on our own experience. So it might be something that we've actually heard from other people, and then we have an experience that backs it up. And that's when it really gets tougher and tighter.

1:36:11

Now, discrimination is the result, People may discriminate on the basis of stereotypes, but, actually, they're much more likely to discriminate on the basis of prejudice.

1:36:23

And it's when that really inappropriate or unfair behavior develops towards either just one person that you've come across or perhaps anyone from that background that you've come across.

1:36:36

And sadly, in this country, we're seeing an awful lot more conscious prejudice in the wake of the Brexit vote.

1:36:44

People have been given permission to be more racist, to be more suspicious of people who aren't good, solid brits, who got a union Jack painted on their foreheads.

1:36:59

And we have to be aware that you have people like that, but for others, the prejudice is actually very deeply bedded, embedded, and it's that it is deeply unconscious, and that is more likely to be the kind of person you find in the lib dems.

1:37:17

It's going to appear softer, because it doesn't display.

1:37:22

They wouldn't be members of the party unless their prejudice was very deeply buried if it was conscious.



Unconscious Bias Training - Transcript - June 24th 2020

1:37:29

For the most part, it would actually B, they just wouldn't be in the party any longer, but there are a few around, and we do, in the disciplinary process, pick up a few people like that.

1:37:45

So, the thing to remember is, unconscious bias in itself is not evil.

1:37:51

It's what it leads to. It's the behavior.

1:37:56

I've thought about this a lot, so while I'm not prejudiced and I can justify everything I've done.

1:38:01

So what I vane go on and do is justified and where you get people on Shortlisting committees.

1:38:12

There's no point in having a young woman candidate, She's just going to go and get pregnant.

1:38:18

There's no point in having an aux, a candidate who's older than 65, they just wouldn't stay the course.

1:38:25

I'm watch out for all the stuff that's gonna go on in the American election, that's going to be thrown at Joe Biden by the Republicans' conveniently Ignoring Donald Trump's Age.

1:38:37

But, think back to the slides at the beginning, where we talked about, we can if we think about the override our unconscious bias.

1:38:47

But it's when we don't question ourselves.

1:38:49

There is a strand of lib dem Moray, which is really quite precious, know, where all those people and we do the right thing so that there's no possibility that we could be racially prejudiced.

1:39:04

There we are.

1:39:07

There have been to my knowledge at least to parliamentary selections where one of the candidates has pitched vote for me because the public won't accept a black candidate round here.



Unconscious Bias Training - Transcript - June 24th 2020

1:39:22

one campaign I know of where it was Pick one for trends candidate.

1:39:30

I'm very proud to say that the members did vote for the trans candidate who won handsomely in the selection.

1:39:38

And another campaign where, oh, round here, you had a very working class area that like Gay Cabinet is volunteer.

1:39:48

Now this is the lib dems one of these, that kind of thing guy doing.

1:39:52

And I'm glad to say that these have all been called out why we know about them and the candidates who use those kinds of tactics where asked to resign from the shortlists.

1:40:08

We need to question our own biased action.

1:40:12

So one of the things I found most interesting was one candidate, when called out, claimed that he really hadn't thought it through.

1:40:24

He really had convinced himself, this was about the public, it wasn't about him.

1:40:29

He thought he was being very, very clear that he supported diversity and he was really pleased it was a diverse shortlists. But he was the only non diverse candidate the only one the public would vote for.

1:40:42

When he was challenged on it, he was absolutely horrified.

1:40:47

Now, the question is, was he horrified That he'd been caught out, was he horrified?

1:40:53

That he had actually behaved in that way had reformed his way of thinking? Because sometimes that does happen.

1:41:02

So, in the policy, particularly with the new disciplinary process, one of the things that we have found very helpful is that the Federal Board decided we needed some definitions.

1:41:15

And we have got already adopted definitions on anti-Semitism and on Islamophobia.

1:41:22



Unconscious Bias Training - Transcript - June 24th 2020

And I'm very glad to say that we adopted those before the storms that engulf the, the Labor Party. So we were not responding to that, and we work this out in advance.

1:41:33

We're now looking at other definitions, which may be needed in the future.

1:41:40

And I just want to run through a few some of the basic areas where we have those definitions.

1:41:47

The anti semitism definition is quite wordy, but nevertheless, it gives a very good platform to work from for understanding what is anti-Semitism, but I want to be absolutely clear that one of the considerations that the federal board considered was to make sure it didn't stop any lib dem.

1:42:10

Criticizing the actions of the government of Israel in relation to the Palestinian state or Palestinian individuals.

1:42:18

But, having these words there gives us a strong platform to work for all to deal with anybody who says or posts any anti-Semitic material.

1:42:34

Islamophobia? The definition was devised by the UK all party parliamentary group.

1:42:42

And it is a much shorter, and I think, very helpful definition of Islamophobia in the in the again makes it very clear. This is if somebody has any criminal way who happens to be of the Muslim This does not stop this.

1:43:00

Criticizing them does not stop is dealing with them but this is about a form of racism and it gives us that opportunity to deal with that.

1:43:11

In the event that we do have anyone who behaves in that manner trans phobia.

1:43:19

Again, is an issue in the party with the massive campaign to demonize, particularly trans women, that's being funded by the American right.

1:43:29

And Sal Brinton, when she was president, wrote a very useful article to define where the party stands on trans rights.

1:43:38



Unconscious Bias Training - Transcript - June 24th 2020

It's an area where there are lots of people who want a big debate, and it's important that we are able to exercise free speech and discuss things, but actually, it is not right that in the process of those debates, people are harassed and bullied.

1:43:55

And we must be clear that we will not put up with that kind of conscious or unconscious bias.

1:44:04

Racism is the issue that's leading the headlines in the media at the moment, particularly racism against black people, and the problem where the party is inclined to look at everybody from an ethnic minority background as somebody who is black and all lumped in to one homogenous mass.

1:44:25

That is just not a sensible way of approaching these issues.

1:44:30

And we need to take on board that racism appears in all kinds of different ways and can appear in in what may, on first slide look at something that is but actually if there's a pattern of behavior, then there is no excuse for it in the liberal Democrats.

1:44:53

Likewise, sexism and misogyny.

1:44:58

You only had to look at what happened in the last leadership campaign to see an awful lot of sexism and misogyny. And then what happened in the General Election Campaign, and the way that Joe Swinson was demonized.

1:45:11

I hope that the next day chip Campaign is going to be fought in a much more positive light, but people rock right across the membership.

1:45:21

And I want to ask you now actually zeroed in on this issue about sexism.

1:45:27

Has anybody I know from some of the comments that came in earlier, that some people have, can you post up any examples of sexist or misogynists behavior that you have actually come across in the policy?

1:45:45

one of the examples that I've come across as the campaign in the Campaign for Gender balance is women candidates being held to a different level of accountability to male candidates.

1:45:57

And in the same, ah, selection contest, a woman candidate being threatened with removal from the shortlisting process for a similar offense to the male candidate.



Unconscious Bias Training - Transcript - June 24th 2020

1:46:11

And the reason why the man, he didn't understand the rules poor thing.

1:46:16

It's such a nice young man. He went so well.

1:46:19

She should have known better.

1:46:23

Missile G: For instance, I think.

1:46:26

I think there's an interesting one in politics in terms of how Theresa May was treated, because I think that shows the double standard.

1:46:38

I mean, regardless of whatever your view of Theresa May, whether you think she was good or whether you think she was incompetent, if you compare with similar men who've been prime ministers, who either have been good or being incompetent, she was not treated in the same way as she was treated in a very different way. So I think that's almost a prime example of where it happens. It obviously is not limited to our party, although, clearly it does happen as well. In politics, generally, there is a big problem with those kind of double standards for women.

1:47:14

Yeah, tonight, that's a really good example. I think lots of us can relate to that. And actually, they DO near the female prime minister before that, and who will all know? And it demonstrated misogyny herself by never employing any body but males in her cabinet. So when yes, yes, it's it's quite rife in politics.

1:47:37

And that point about women don't always support women, is an important one, because during the Joe Swenson Leachate Campaign during the general election, the majority of negative.

1:47:52

Yeah, misogynistic Colman actually came from women in the party.

1:47:59

Why didn't she wear the right Height heels?

1:48:02

Why the length of dresses?

1:48:06

What earrings she? She will.

1:48:09

You don't hear that about men until it's a year.



Unconscious Bias Training - Transcript - June 24th 2020

1:48:13

Sir. It's fascinating, the difference, and that women don't always support women. So, what's coming in on the?

1:48:24

On the message boards, say, a lot, the majority of them, aren't just talking about how women get talked over in council meetings, how women quite often will express an opinion, and the opinion might be listened to. And then a man will express the opinion, and the opinion will be taken on board.

1:48:48

To add another few comments about the fact that some misogynistic behavior is perpetrated by women, older women, specifically, is what the comments are. And there was a really interesting comment. I saw about the fact that, at leptin gatherings, it's always assumed that women will organize the food and so on. And it's, it's a small point, but I just found that really interesting. That's a really interesting one. I was actually thinking that agenda, whether people have said it, but to people. I think there's been situations where people have turned to the females, and ask them if they want to be secretary, as well, perhaps, as an assumption there sometimes.

1:49:29

Yeah, absolutely. And there's it's really about women being told that they're too loud, or too shrill in meetings, that kind of thing as well.

1:49:43

And women who are being assertive are very often accused of being aggressive, whereas exactly the same behavior for men is regarded as normal.

1:49:53

There's a, there's all sorts of stuff all.

1:49:56

Hear anything else, Nicola, that's come in that you just want to pick up there? Or have we covered it mostly?

1:50:03

Actually we've we've covered the majority of it. That's there's lots of different personal situations but it's it's the generalization of people not being taken seriously.

1:50:14

So this directly into how unconscious bias might block or help somebody being approved as a candidate to Stanford to policy.

1:50:24

What are the assumptions that people might make about different groups of potential candidates?

1:50:35

Again, suggestions, Nicola.



Unconscious Bias Training - Transcript - June 24th 2020

1:50:39

There's all sorts of excitement about different groups of people here.

1:50:56

Any coming in?

1:51:00

Yeah. We've got to, you know, life experience. An experience, not enough count, ethnic minority. Not good for our constituency at disability making a real pain, really difficult for people with disabilities to even get onto a PPC costs. Farmers, in this movement by 1 2 women assumption that disabled candidates, It might be able to properly Canvas, That's the assumption of a local party taking. A role in child care, meaning that they cannot contribute as a candidate properly.

1:51:40

And women not only being shortlisted to make up The codes have people making the assumption as well that they don't have the capability to actually stand as a chance.

1:51:51

There's an interesting one that came up after the decision to go for winning shortlist.

1:51:58

They were regents and I will not name names, but there were regions where women were being told, don't stand in your feet. Yeah, You'll have a better chance.

1:52:10

In other words, you can play with the other girls.

1:52:12

And Lisa Voice to the proper topic seats.

1:52:17

That the misogyny in that was just extraordinary.

1:52:21

So, especially because we know that actually women candidates were holding their own. And when we looked at the number who won selections in target seats, actually, they did it perfectly happily.

1:52:35

The other bit of unconscious bias about the women shortlist is the number of women candidates who were already in place who suddenly got called an Old Woman Shortlists.

1:52:44

So, they were tested a month in Wells, who was the sitting candidate came an all women's shortlist.

1:52:53



Unconscious Bias Training - Transcript - June 24th 2020

Here is just actually crackers. on one rabbit can't remember which round or for the G that were Moore's Law.

1:53:03

Unconscious bias is really critical in the way that we look at people within selections.

1:53:13

A quote about the candidate, though, he's not really the kind of see him, he should stand somewhere where he's collected in the local community.

1:53:22

This is somebody who was an effy lecturer, um, who was married with kids who went to school in the constituency.

1:53:33

So what was it about him that meant he was not reflective of the local community?

1:53:40

He was Black racism is that what was interesting in that case was that it was the race, what I call racism by proxy is not neither candidate being racist. It's actually the public, they would be very racist but that doesn't the whole look where the Tories book candidates up. Yeah, we have a black MP.

1:53:59

In Windsor made me sick if they can do we can do it.

1:54:05

So next slide is actually about actual examples of bias that are being seen in the lib dems.

1:54:17

Haven't read it, though, some of them, we've already mentioned the Hesa Dustman, Um, and um, So is there any he just have to think to yourself: Is there anything there that surprises you? Or something that you have seen.

1:54:35

I'd like to pick out one more team here, and The one I'd like to pick out is we're a very diverse executive Said the Chair of an all male Executives that had one ... member, one ation member.

1:54:54

He therefore thought but They were very diverse.

1:55:02

Nobody disabled no women.

1:55:05

Nobody who's gay, it was one strand of diversity. And we got to understand diverse means Douglas, it means lots of different diversities and it means lots of experience and background that's different.



Unconscious Bias Training - Transcript - June 24th 2020

1:55:21

The other thing I want to pick out is, is when I think that when I was telling you about this, you were laughing about the last one on the slide.

1:55:31

You've got brand skin, so you must know every other brand person in the party.

1:55:36

This was one of our ration counselors. Talk to me about this, and he said, it's just so irritating.

1:55:44

You go to any party meeting, and everyone assumes automatically that, you know, everybody else who comes from an ethnic minority, Do you want to add anything to that said?

1:55:57

Well, I think there's also partly another layer to that in that, Can you hear me?

1:56:03

Yeah. Come here. Yep.

1:56:06

I think, I think my Internet connection is not great, sort of slightly delayed.

1:56:12

And I think there's another layer to wrap in that we, people assume that those people say, who are they isn't in the party, know the other people who are Asian or those people who are Black. Know the other people Who are Black. Because there's also an almost an underlying assumption that Many in the party, that Many, because they don't necessarily easily fit into this party. I'm so they must know each other, because there's only a small group of them. And there's almost an underlying assumption with the thought process that, but it's not really kind of a party that would be entirely made up of ethnic minority members. whereas we should fail that.

1:56:54

It would be perfectly reasonable for a large proportion of Black people or Asian people in the UK to wanting to be a member of our party MPs so that there would be too many for you to know all of the other ones. But there's almost an assumption in, in that comment that, actually, there aren't that many there, and so you must know each other, which also says something about who you think should, would be in the party, If they could choose to be, and we need to fill that actually, the party, somewhere. All people would want to be, And then that would be so many bad.

1:57:28

We couldn't automatically assume, oh, you must know the other people who kind of seem to be similar to you, want just one characteristic.

1:57:38



Unconscious Bias Training - Transcript - June 24th 2020

That's a very, very interesting thought, Isn't it, Something that local policies should perhaps look at the diversity of their local population and think, do we reflect that, and why haven't we got more diverse members, if that is the case? Right, Jennifer, do you want to take this on to the next couple of slides?

1:57:59

Thank you. Matt, now unmuted? Yes, Thanks, candidate. I think this is this, this slide is very, very relevant to the times we're now. I just want to thank you all by the way, at this point for being with us this evening, and we are, we're getting towards the end of the session now. So web, please do stay with us. And we have not too long ago, but there's some really important things coming up.

1:58:27

So my career inequities, or, probably the word that feels more comfortable to me right now, is microaggressions, because that tends to be the word that you will see fairly regularly in the press.

1:58:39

Unconscious bias is often about the small things, and many of us will probably think of discrimination is in the more obvious ways. We've seen some examples of things, so far, where, if we'd seen those, if we might hope that we would call them out, and we would see those as being unfair or inaccurate.

1:59:00

But often, discrimination can be done in a very subtle way and that can be difficult to perceive as as a one-off.

1:59:15

It we've got the picture the mosquito and it's a really, it's a good way of putting it, but, you know, a thousand cuts, because, some, If you get one byte, it's irritating. But, if things happen to you a lot of time, It can be very difficult. I was reading an article today, again, and it was set from a lady who was an American article. It she was married to a white man. She is high. You should origin. And then, she has been very frustrated during their marriage, that she'd come home and tell him about the little, though, microaggressions, as micro inequities, she had experienced during the day.

1:59:51

And he said, oh! That's nothing that's just people being rude zaps. You know, they probably didn't mean it that way. Oh, you'll probably know take it too far there. Oh, you know that.

2:00:01

But her point was that OK, perhaps on one occasion somebody assuming that she didn't live in the building that they were in might just be ignorance. But, when that happens to you day in, day out, there's very small and frustrations, they can become something very big and loom large in somebody's life. And so, and that's why we have to be very careful with things like banter and sarcasm.



Unconscious Bias Training - Transcript - June 24th 2020

2:00:31

Because what we don't always know how, how things are being taken by people. And we don't know how many times people might have heard that one thing.

2:00:41

And so, so, to use it perhaps another example, very, very close to my own heart. Somebody who's got three children at home here, You won't have time for that. You've got children, you won't be able to do that except that, you won't be able to do that, says no, Actually I don't get that I hasten to add, in case any of my friends or colleagues online.

2:00:59

But, that's the sort of thing that somebody might hear regularly and think I'm being pumping preaching, told you I'm being put into box, people's assumptions of how I am, can possibly even push somebody in a particular direction. So maybe we can all think about that, those things that might be perceived as microaggressions, the things that we do, that we don't even realize we're doing.

2:01:22

The things that others do that they don't see as being an irritating or frustrating over to you candy, say it, as you say, Sometimes, the small things thinking example, comments come in from somebody who has hearing problems, acute hearing problems.

2:01:43

The assumption that somebody who is deaf can't actually do things, whereas if there were very small adjustments made, yes they can. They can get that support and help.

2:01:54

And it is it's the small things that do make so much difference and it's not just about the micro inequities, the microaggressions. It's actually the micro affirmations that really do make the difference.

2:02:09

So here we've got some examples, and they small, supportive actions.

2:02:15

Things that, when you were asked for the name of the potential spica, suggest somebody who might not be an obvious choice, who comes from an underrepresented group, suggests that person who is profoundly deaf, who speaks through a sign language interpreter.

2:02:34

one of the best speakers on the party does that and it is really important that we are actually demonstrating our commitment to diversity and not just thinking, oh, I'll be very open minded stuff. I can do it, smart people, engage with them. There's a wonderful quote about engagement is not just about inviting somebody to policy. It's actually asking them to dance.

2:03:04



Unconscious Bias Training - Transcript - June 24th 2020

Don't leave them sitting on the edge of the room feeling uncomfortable, well, as a party, how often do we bring our diverse members into the action?

2:03:15

Or do those of us who are privileged Pogue, the fun?

2:03:20

Sharing the fun is probably the most important thing that we can do.

2:03:25

And in local parties, there are many who have become very aware that they need to do more. They need to engage. They need to sensitize people to unconscious bias.

2:03:37

But actually what is it going to do about it?

2:03:40

Ed?

2:03:47

I'm not sure whether you can hear me to me. I've got enough. Yes, yeah, OK.

2:03:52

All right, So Initial reaction might be, OK, let's just send everyone on unconscious bias training. Not that will solve the problem that we have within the party in terms bias or discrimination.

2:04:08

And the reality on that is, it's not that simple.

2:04:15

I've never had this expression before, but I'm, there, you have it. It's not a sheet if somebody's. It's not just going to solve the problem. It's not going to create a solution on its own. There are some very good reasons for why we do unconscious bias.

2:04:30

Training itself, on its own, is not enough to just eradicate discrimination. So why do we have it?

2:04:37

Oh, it's so that if you recognize it and you understand that it exists, and how it exists, you then have the ability to impact on your decisions.

2:04:47

If you think back to that slide early on in the presentation, where it was about having the reaction yourself, and then not split second for choice, before you then take action.

2:05:02

You can have an impact to override any unconscious bias if you know it exists and it's about, well most making unconscious bias something you are conscious about. You still



Unconscious Bias Training - Transcript - June 24th 2020

do it unconsciously initially, but become conscious about it and then you can adapt how you act.

2:05:20

So, it's important that we do this, Obviously, for the number of free, since we've talked about people, Process is about getting people involved with local parties, about making sure we're welcoming as a party.

2:05:31

And it's just really key that we take on board, this exists, and it can impact how we behave. If we don't take steps to adjust that.

2:05:42

I think, Candy, you're going to go on and talk about what we can do to finish off.

2:05:47

So, there are a few suggestions on this slide. And, of course, you're getting copies of the slides. We want people to really change behavior, and that means challenging other people.

2:05:58

Use micro affirmations, and think about what you can do to make people feel more welcome.

2:06:06

A funnel idea is just mixing up where you sit in meetings, Don't always go sit next to the same person.

2:06:14

Chairs get some training. Think about unconscious bias in the way that you Chez actually run meetings and call out bias.

2:06:23

And you might call it out private, if that doesn't work, then call it out in public. You don't always need to go and put in a complaint to the party where you see, but it is possible to actually sort this out.

2:06:38

In the local policy, maybe a senior member of your local policy may be prepared to go sit down with somebody and just say, Come on, Think about what you're doing here. There are issues here.

2:06:50

We need you to be more aware of the impact you're having, and it's about being self aware and taking time to spot unconscious clause in your own thinking, as well as in other people's.

2:07:03



Unconscious Bias Training - Transcript - June 24th 2020

The next slide is something I want you to really sit down with your executives and go through in detail. If you ignore every other slide in this presentation, this is one of the ones that really matters.

2:07:17

Whether it's an approval panel, whether an Executive Committee, any group of liberal Democrats, planning action, we need you to use the ideas here.

2:07:29

Think about whether unconscious bias has had an impact.

2:07:34

Use this as your Blueprint to challenge each other, and don't take decisions in haste.

2:07:42

The last slide I have for you, a number of useful links you go to on the Internet to look up.

2:07:52

Various useful articles and resources.

2:07:55

Go and do the implicit association test on the Harvard University website, which helps you think about racism. It can be quite scary.

2:08:06

And then look at these books which will all be eye openers.

2:08:12

Finally, thank you. Thank you for giving up your time tonight to attend this webinar.

2:08:17

Thank you for contributing so well that we all do.

2:08:24

Absolutely, and I can add on that, too. I think we're all been rather poor. I'm sitting here, certainly feeling very warm. We're having a lovely, hot day to day. So, the fact that you've given up your time on a lovely balmy, British evening is, is very much appreciated. If I hope this is OK, Nicole, and I know somebody mentioned something about finding it difficult as a disabled person to access PPC courses. I'm not sure if that was courses or assessment centers, if you wouldn't mind passing on my e-mail address to them, I'd like to hear more about the challenges that, that personal people, those people had. Um, but, yes, thank you from me, and pass onto it.

2:09:08

Sounds coming out of it.

2:09:12



Unconscious Bias Training - Transcript - June 24th 2020

Here's the delay, is that? No. Thank you for spending the same thing with us. I guess it potentially if anyone's got any questions, they might be able to feed them back or there'll be a way of being able to get answers to people more generally.

2:09:26

Please do put any more questions you have down, and Nicola will pass them on. If there's anything specific, we can come back to you.

2:09:34

But the main thing here is please get out there and do something, do one thing that's different as a result of having come on this course. And it isn't just about talking to other people. It's actually about confronting unconscious bias wherever you may find it. And together we can build a very successful, a very diverse party to thank you for your commitment on thank you for attending tonight and thank you to Nicola for looking after us so well.

2:10:01

Absolutely.

RE-GENERATE TRANSCRIPTSAVE EDITS