

## Equalities and Bias Further Reading

Slide 3 You can find further background reading on the Brixton riots here:  
<http://news.bbc.co.uk/1/hi/uk/4854556.stm>

Slide 3 There is a Radio Four programme on the Brixton Riots here, which you may wish to listen to:  
<http://www.bbc.co.uk/programmes/b00zl4dq>

Slide 4 You can find more background reading on the Scarman report here:  
[http://news.bbc.co.uk/1/hi/programmes/bbc\\_parliament/3631579.stm](http://news.bbc.co.uk/1/hi/programmes/bbc_parliament/3631579.stm)

Slide 6 You can find more background reading on the Equality Act 2010 here:  
<https://www.gov.uk/guidance/equality-act-2010-guidance>

Slide 18

Unconscious Bias - Triggers & Solutions	
Bias Trigger	Solution
Denial	Self-knowledge, be aware of your biases and do not suppress them.
Worry	Relax – when you stress about your biases, they are more likely to slip out or cause you to avoid people.
Rushing	Take time to make decisions about people – biases are most active when we are rushing, stressed, tired, frustrated or angry.
Subjectivity	Follow fair policies & procedures with safeguards to prevent bias, challenge yourself to check evidence for & against decisions, acknowledge that your conditioning is imbalanced, seek diverse perspectives e.g., on a decision-making panel or from your ICV partner.
Media Influence	Seek stereotype-defying exam  Centre Text  den your positive/alternative media and culture input to balance out the negative
Lack of experience or connections	Learn about cultures, communities and identities from your own via networking, training, books, documentaries, films, community events and festivals, visits to local support groups, shadowing, travelling and listening to the experiences of others.

If you found this useful, you can find more ICVA Bitesize Resources here:

Use of Force Bitesize - <https://youtu.be/eXU4Xrq8pAw>

Vulnerability Bitesize - <https://youtu.be/NJy92YOilbo>

Children and Young People - Diversion and Release - <https://youtu.be/j1jgO63ny2M>