


EQUITY IN ACTION NUDGING BIAS

**BC Council of Administrative Tribunals Conference
November 5, 2025**

This session will equip administrative justice professionals with the knowledge and tools to recognize and address systemic inequities and unconscious bias in their work.



LEARNING GOALS

- How societal and institutional systems shape advantage and disadvantage. 
- The impact of unconscious bias on decision-making and interactions.
- The neuroscience behind bias and its relevance in adjudicative settings.
- Practical tools and strategies to identify and mitigate personal and professional biases.





ENVISIONING EXERCISE

UNCONSCIOUS BIAS

Unconscious bias are the attributes we quickly assign to people and things based on learned assumptions, beliefs, or attitudes in our subconscious.

We are exposed to **11,000,000** pieces of information at any time.

Our brains can only process **40** pieces of information.

To thrive, our brains filter information that is familiar - so fast that it is at the unconscious level.



BRAIN PROCESSING OF UNCONSCIOUS BIAS

CATEGORIZE

Brain categorizes someone we see.



ASSUMPTION

Person represents all of the traits of the category.



CONFIRMATION

We focus on information that confirms our assumptions and disregard anything that doesn't align.



ASSIGN CHARACTERISTICS

Once categorized, the brain assign traits, characteristics associated with category.



EXPECTATIONS

Our assumptions influence what we expect to see about the person.

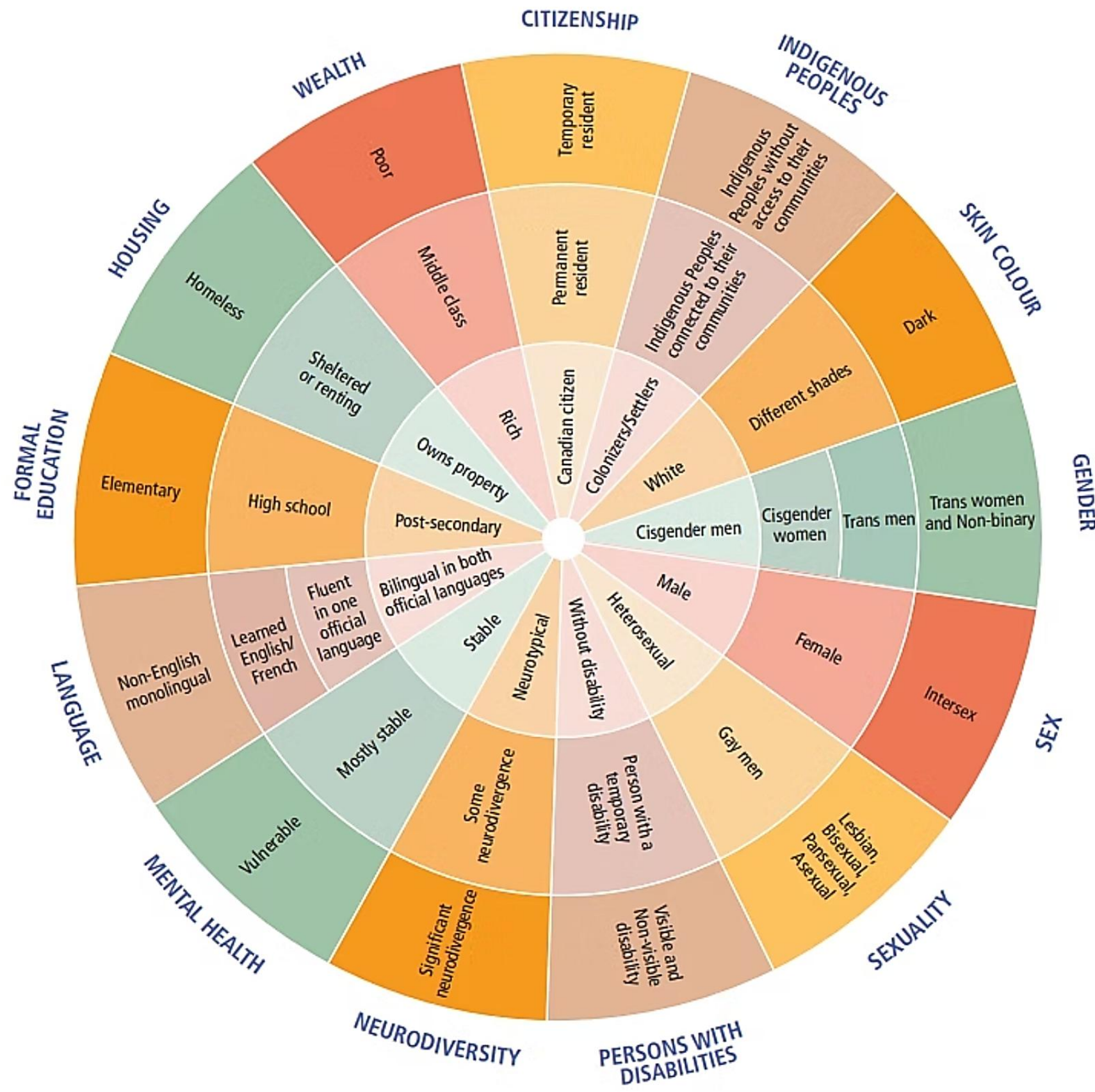


SYSTEMS OF ADVANTAGE & DISADVANTAGE

Privilege

*“An invisible package of **unearned** assets which one can count on cashing in each and every day, but about one is largely oblivious.”*

Dr. Peggy MacIntosh



TYPES OF UNCONSCIOUS BIAS

- Availability bias
- Anchor bias
- Bounded rationality
- Confirmation bias
- Recency bias
- Selective attention

- Affinity bias
- Authority bias
- Conformity bias
- Other Race Effect

- Halo effect
- Horn Effect
- Perception bias

FINISH THE PHRASE

"Night and _____."

"Peanut butter and
_____."

"Thunder and _____."

"Black and _____."

"Yin and _____."

METHODS TO ASSESS YOUR OWN BIAS

We completed a few exercises in module 1 to demonstrate that we all have implicit bias.

Accept unconscious bias as a universal truth
Our brains are programmed to have bias.

Identify subconscious assumptions you hold
Challenge yourself to recognize when you're making automatic judgments about others.

Move into brain system 2 or trick brain system 1
Pause and deliberately engage your conscious thinking to override automatic responses.

DISRUPTING UNCONSCIOUS BIAS



NUDGING UNCONSCIOUS BIAS



Self Coach

Ask yourself challenging questions about your assumptions and decisions.



Consult

Seek input from diverse colleagues to broaden your perspective.



Choose inclusive images

Select images that don't reinforce stereotypes in communications.



Consider the opposite

Deliberately think about alternative perspectives and contradictory evidence.



Remove triggering information

Remove elements that trigger System 1 bias (names, photos) when making decisions.



Don't engage in the Shame-Blame-Game

Focus on growth and improvement rather than blame or judgment.

THANK YOU

I hope that you feel compelled to take your learning forward and put unconscious bias nudges and disrupters into your professional practice.

