



## Equal Opportunities

### Task: The Impact of Unconscious Bias in the Workplace

#### Activity 1: Listening

Welcome to a practice listening task for the GESE 10.

You are going to hear a talk about **the impact of unconscious bias in the workplace**. You will hear the talk twice. The first time, just listen. Then I'll ask you to tell me generally what the speaker is talking about. Are you ready?

#### Audio Script

Certainly, the impact of unconscious bias in the workplace is a topic worth exploring. Unconscious bias, despite our best intentions, can shape our judgments and decisions in ways we may not even realize. It's a phenomenon that may be wrong but is nevertheless deeply ingrained in our thought processes. These biases can have significant consequences for individuals and groups within the workplace, particularly when it comes to equal opportunities. They may lead to unfair treatment, hinder career progression, and perpetuate stereotypes. Even seemingly harmless actions, like engaging in small talk or making assumptions based on appearance, can be influenced by unconscious bias. However, it is important to acknowledge that individuals are not defined solely by these biases. People are pensive, adaptable, and resilient, capable of overcoming biases and fostering a more inclusive and equitable work environment. In this introduction, we will delve into the impact of unconscious bias in the workplace and explore strategies to address and mitigate its effects.

Firstly, unconscious bias, quite inscrutable to our conscious minds, refers to the automatic stereotypes, attitudes, and beliefs that subtly shape our judgments and decisions without our awareness. This phenomenon, which exists within all of us, is prevalent in the workplace and exerts its influence on critical areas such as hiring, promotions, and performance evaluations. Consequently, unconscious bias often perpetuates unequal opportunities for certain individuals or groups, hindering their progress and growth. Common types of unconscious bias in the workplace include affinity bias, where people favor those similar to themselves, the halo effect, where positive traits overshadow other aspects of a person's abilities, confirmation bias, where preconceived notions are reinforced, and implicit stereotypes, where unconscious associations influence judgments. Unfortunately, such biases can completely contribute to a homogeneous work environment, limiting diversity, stifling innovation, and depriving organizations of different perspectives and talents. To counteract these biases and create a more inclusive and fair work environment, raising awareness and taking active steps, such as unconscious bias training and inclusive policies, are imperative. By acknowledging and addressing unconscious bias, organizations can make a move towards fostering equality, diversity, and innovation, allowing every individual to thrive and contribute their fullest potential.

Unconscious bias, though basically hidden from our conscious awareness, can have absolutely profound consequences on equal opportunities. It often leads to unfair treatment and biased decision-making processes, creating disparities in opportunities for marginalized

individuals and underrepresented groups. By perpetuating stereotypes and reinforcing traditional norms, unconscious bias contributes to the underrepresentation of certain demographics in leadership positions and higher-level roles, depriving them of the chance to succeed and make an impact. Furthermore, unconscious bias hinders career progression and restricts access to resources and development opportunities for individuals who don't conform to prevailing stereotypes or norms. The detrimental effects of unconscious bias on equal opportunities are undeniable, emphasizing the crucial need for organizations to implement strategies that address this issue. Unconscious bias training, along with diverse recruitment practices and inclusive policies, can help organizations combat these biases and create a more inclusive environment where individuals have a fair chance to thrive and succeed. Finally, by recognizing the nonchalant presence of unconscious bias and yearning for change, organizations can ensure that equal opportunities are not just a sink or swim situation, but rather a reality that everyone can embrace.

Don't you think it might be totally crucial to address unconscious bias in the workplace? By doing so, we can foster equality and create an environment that allows diverse talent to fully thrive and contribute. Turning a blind eye to unconscious bias can limit opportunities and hinder the realization of the full potential that individuals from different backgrounds bring. When we acknowledge and actively work to transcend unconscious biases, we open doors to fresh perspectives and innovative ideas. Embracing the inevitability of bias and taking steps to mitigate its impact can lead to a more inclusive and fair work environment where everyone has an equal chance to succeed. So, let's not underestimate the power of addressing unconscious bias and recognize its significance in unlocking the true potential of our diverse workforce.

Can you tell me in one or two sentences what the speaker was talking about?

Now listen to the talk again. This time make some notes as you listen, if you want to. Then I'll ask you to tell me about the point of view of the speaker, understanding unconscious bias in its presence in the workplace, as well as unconscious bias and its detrimental effects on equal opportunities.

Now tell me about the point of view of the speaker, understanding unconscious bias in its presence in the workplace, as well as unconscious bias and its detrimental effects on equal opportunities. You have one minute to talk.

This is the end of the listening task.

**Answers:**

<p>Point of view of the speaker</p>	<ul style="list-style-type: none"> <li>Addressing unconscious bias in the workplace is crucial for fostering equality and unlocking the full potential of diverse talent.</li> </ul>
<p>Understanding Unconscious Bias: Its Presence in the Workplace</p>	<ul style="list-style-type: none"> <li>Unconscious bias refers to the unconscious and automatic stereotypes, attitudes, and beliefs that influence our judgments and decisions without our awareness.</li> <li>Unconscious bias is prevalent in the workplace, affecting hiring, promotions, and performance evaluations, often leading to unequal opportunities for certain individuals or groups.</li> <li>Common types of unconscious bias in the workplace include affinity bias, halo effect, confirmation bias, and implicit stereotypes.</li> <li>Unconscious bias can create a homogeneous work environment, hindering diversity and innovation by excluding different perspectives and talents.</li> <li>Raising awareness about unconscious bias in the workplace is crucial for creating a more inclusive and fair work environment.</li> </ul>
<p>Unconscious Bias and its Detrimental Effects on Equal Opportunities</p>	<ul style="list-style-type: none"> <li>Unconscious bias can lead to unfair treatment and decision-making processes, resulting in disparities in opportunities for marginalized individuals and underrepresented groups.</li> <li>It perpetuates stereotypes and contributes to the underrepresentation of certain demographics in leadership positions and higher-level roles.</li> <li>Unconscious bias can hinder career progression and limit access to resources and development opportunities for individuals who don't fit traditional stereotypes or norms.</li> <li>The detrimental effects of unconscious bias on equal opportunities highlight the need for organizations to implement strategies such as unconscious bias training, diverse recruitment practices, and inclusive policies.</li> </ul>

Marks: +\_ / +10



**Grammar Used in the listening task:**

- **Modifiers:** basically / quite / certainly
- **Intensifiers:** absolutely / completely / totally
- **Tentative Expressions:** I may be wrong but.... / Don't you think it might be....?
- **Signposting Words:** firstly / finally
- **Idioms / Expressions:** under the weather / to be bored to tears / sink or swim / a shoulder to cry on / turn a blind eye to / to my mind / small talk / get it off your chest / be at a loose end / make a move / laugh your head off