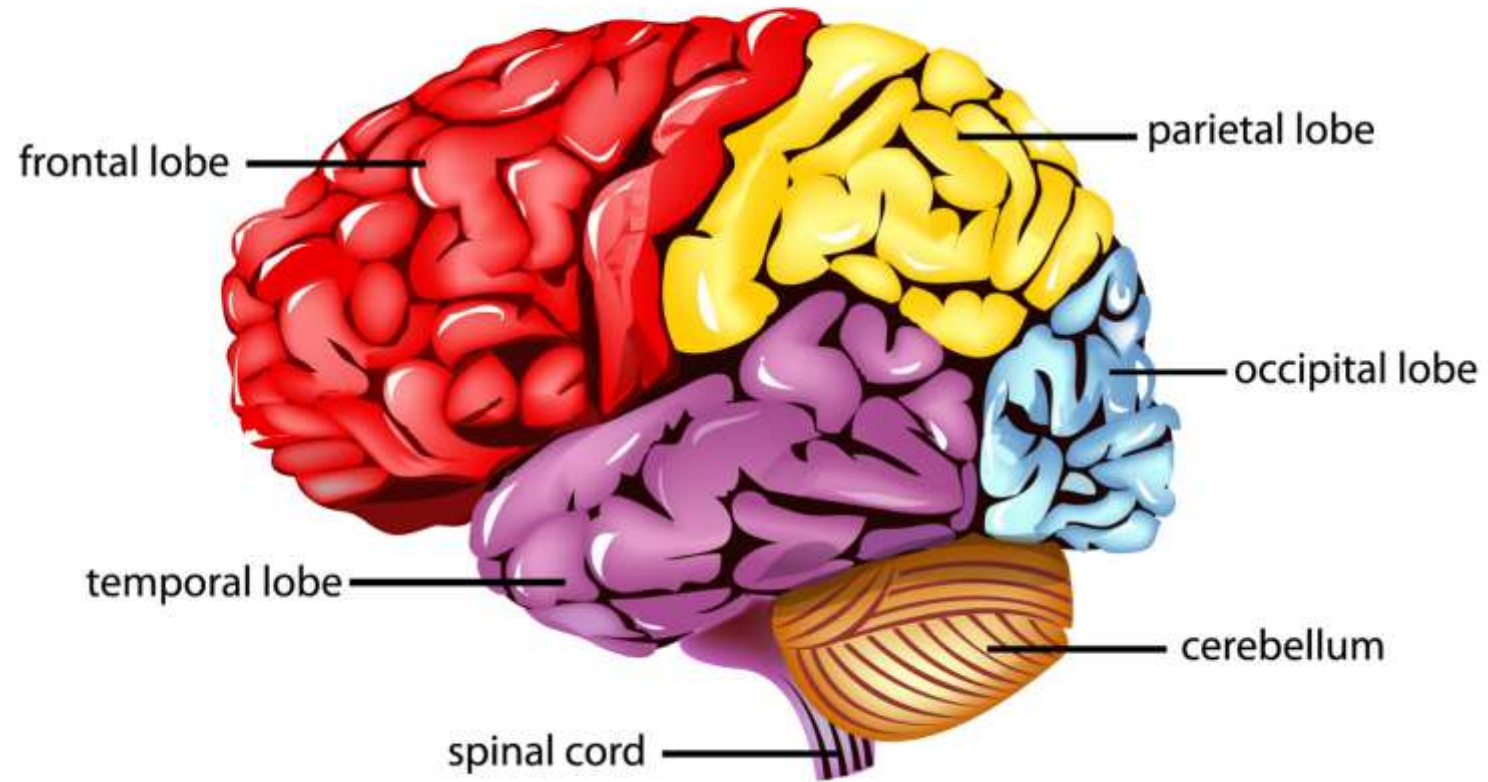


UNCONSCIOUS BIAS



Parts of the Human Brain



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Zandra Rhodes at 80
'Cancer made me pull my life together'



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The Guardian

PM to impose airport quarantine despite pressure to ease lockdown

Jessica Elgot and Gwyn Topham

Boris Johnson is expected to sign off sweeping new quarantine rules for travellers to airport hotels today as cabinet ministers reshuffle pressure from Tory MPs to set out a timetable for the easing of lockdown.

In what Downing Street insisted was a more cautious approach since England's third lockdown, a fire in a house said, "We don't ever want to add back

anything if we have to lock it again." It may mean coronavirus travel curbs and other restrictions remaining in place for months.

The hotel quarantine measure, which government sources said may take "weeks rather than days" to implement, would be an "effective closure of our borders", the airline industry warned.

Ten-day stays are expected to cost upwards of £2,000 for each traveller, some countries, which imposed similar regimes from March last year.

charge many thousands for accommodation, board and security, with occupants confined to their rooms, including for exercise.

Ministers had previously discussed limiting hotel quarantine to "hotspot" countries, including South Africa and parts of South America, but Whitehall sources said that was now likely to be expanded to a blanket quarantine for all arrivals or a wider, targeted approach, which may cover other countries, such as South America.

A final decision will be made

by ministers at a Covid-19 meeting today, with the prime minister present and several options. Details set to be confirmed include the cost and whether a "test to leave" policy will operate, similar to the measure allowing travellers to leave quarantine if they test negative after five days.

A market policy is favoured by the home secretary, Priti Patel, and health secretary, Matt Hancock, and backed by the chancellor, Rishi Sunak - although he has said he needs to see a plan of how to

Air quality linked to sight loss in over-50s

Damian Carrington
 Environment editor

Small increases in air pollution are linked to an increased risk of irreversible sight loss from age-related macular degeneration (AMD), a large UK study has found.

Previous work had already found a link between dirty air and glaucoma, while a link to cataracts is suspected. The scientists said the eyes have a particularly high flow of blood, potentially making them very vulnerable to the damage caused by tiny particles that are breathed in and then flow around the body.

The study is the first to assess the connection between air pollution and both diagnosed age-related macular degeneration (AMD) and measurements of hazardous changes to the retina. It found a small increase in exposure to fine-pollution particles raised the risk of AMD by 1%, while small changes in larger-pollution particles and nitrogen dioxide were linked to a 12% higher risk of adverse retinal changes.

AMD is the leading cause of irreversible



Enter the mythbusters Stars launch campaign to persuade BAME sceptics that vaccines are safe

News Page 7 →

High street takeovers put 20,000 jobs at risk

Sarah Bettler and Mark Twomey

More than 20,000 high street jobs are at risk after the online retailers Debenhams and Next said it was poised to buy Topshop.

Debenhams, which traces its roots to 1876, will transfer from the high street with the probable loss of up to 12,000 jobs after the £52m Debenhams deal, which does not include the department store chain's high street operations. As part of the deal Debenhams will buy Debenhams' Home, Homeware, Pet Supplies and Faith labels, while its remaining 12 stores will permanently close after they are allowed to reopen to sell off stock.

Online fashion retailer ASDA is meanwhile in exclusive talks to buy Topshop, Topman, Miss Selfridge and White Star, valued £121 from Asda's, Philip Green's former retail empire which collapsed into administration last year and employs 12,000 people.

If Asda's deal for Asda's leading brands it is likely to be bad news for thousands of staff at the relevant stores, who will





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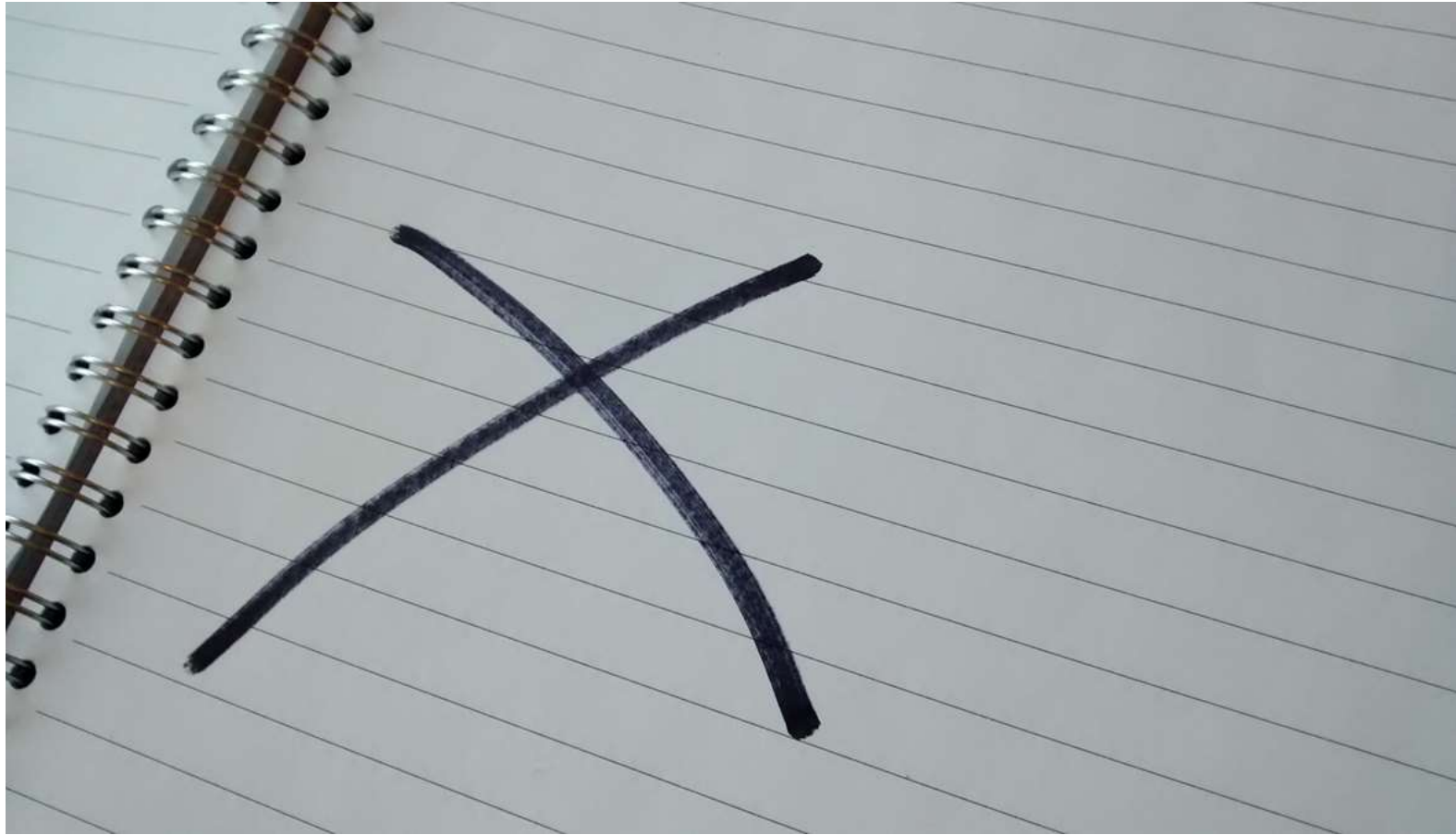
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Stereotypes



"Women's lives are absolutely being put at risk because of ill-fitting PPE. We know that properly fitted PPE works, but masks are designed for a male template, with the irony being that 75% of workers in the NHS are female"

Dr Helen Fidler, Deputy Chair of the British Medical Association's UK consultants committee

The logo for TONIC, featuring the word "TONIC" in a bold, black, sans-serif font. The text is enclosed within a blue L-shaped frame that consists of a horizontal line at the top and a vertical line on the left, with the corner of the frame pointing towards the top-right.

“There are enduring and significant differences in teachers’ assessments of pupils from different ethnic groups. On average, Black Caribbean and Black African pupils are under-assessed relative to white pupils, and South Asian, East Asian and mixed white-Asian pupils are over-assessed”

Simon Burgess and Ellen Greaves
*Test Scores, Subjective Assessment and
Stereotyping of Ethnic Minorities*

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Selective attention

Failing to see some things and being overly aware of others

Diagnosis bias

Making decisions about someone based on first impressions

Value attribution

The inclination to imbue a person or thing with certain qualities based on an initial perceived value

Internalised bias

Unconsciously forming biases about ourselves based on stereotypes we are exposed to

Group think

Automatically assuming the biases of the group



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- We recognise that bias is a normal part of the human experience
- We can't ever be sure what our unconscious biases are (because they're unconscious!)
- There's no point of 'arrival' or completion on our journey with unconscious bias



POWER





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What are the ways in which you have power at work?



1.

Acknowledge you have unconscious bias



Remember: your brain is fallible

Introduce an element of uncertainty

Give the benefit of the doubt



2.

Develop the ability to observe your own reactions



3.

Slow down and...

be alright with not instantly having all the answers



Constructive Uncertainty

Before I make a judgement...

- Can I let this situation play out for a moment longer?
- Are there questions I could ask the people involved to better understand what's going on?
- What other reactions to this situation might there be?
- What further evidence should I seek out?



PAUSE - Howard J. Ross, *Everyday Bias* (Rowman & Littlefield, 2014)

Pay attention to what's happening beneath the judgements and assessments

Acknowledge your assumptions, own reactions, interpretations, and judgements

Understand your perspective, there could be any number of reasons for your perspective or interpretation of a situation

Seek different perspectives – what other possible reasons might there be for the way a person is behaving?

Examine your options and make a decision



4.

Seek to train yourself into new thought patterns
...and learn to be ok with discomfort



Neuroplasticity

What's your diet like?

What voices might you be missing?



A stylized graphic consisting of two blue L-shaped elements. The top element is a horizontal line that ends in a vertical line extending downwards. The bottom element is a vertical line that starts from a horizontal line extending to the right. The two elements are positioned to frame the word 'TONIC' in the center.

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