

Bias and its impact

Individuals do not often intentionally engage in discriminatory behaviour; however we all have our own prejudices and biases whether these are conscious or unconscious. It is important to think about these as bias can be an intentional or unintentional form of discrimination.

Types of Bias

- Unconscious Bias - Prejudices, albeit often subtle, that we all have but are unaware of. This judgment of groups is common and expected as our default.
- Confirmation Bias - Making choices based on your long-held beliefs or learned stereotypes. When we look for evidence to back up what we already believe. We have trouble believing evidence that goes against our beliefs.
- Gender Bias - A preference for one gender over the other. This can change depending on the choice we are making.
- System Bias - System bias refers to institutionalized policies or practices that create unequal outcomes. Individual biases get unintentionally embedded into policies and procedures.
- Affinity Bias - Affinity bias is the tendency to favour people with backgrounds or interests similar to one's own.
- Conformity Bias - This refers to our tendency to take cues from others to arrive at a decision, rather than exercise our own independent judgement.

Risks Associated with Bias

We make poor decisions. When judgements and decisions are influenced by bias we are, in effect, using an incomplete and inaccurate evidence base. This will lead to poor decisions.

Potentially we act unfairly resulting in unfair outcomes. Bias has unfair and negative consequences for the subjects of this bias. This includes unfair treatment and poorer outcomes. Bias can lead to unfair decisions that negatively affect individuals and groups within clubs.

Bias can lead to legal action and legal challenges and liabilities for organizations failing to ensure fairness. Bias can lead to microaggressions and discrimination, triggering legal action and reputational damage.

Bias can result in bad publicity for your club. Organisations risk losing trust and credibility when bias influences their decisions and actions.

Need for Proactive Measures

When bias occurs, clubs need to take mitigating active steps to promote fairness and inclusivity within clubs.