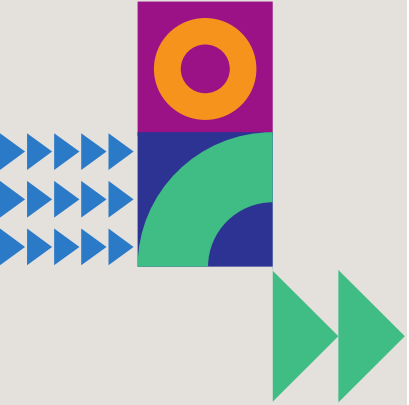




BASW
England

The professional association for
social work and social workers



SHADES of BIAS

Reflective case study template

REVEAL > REFLECT > REPAIR

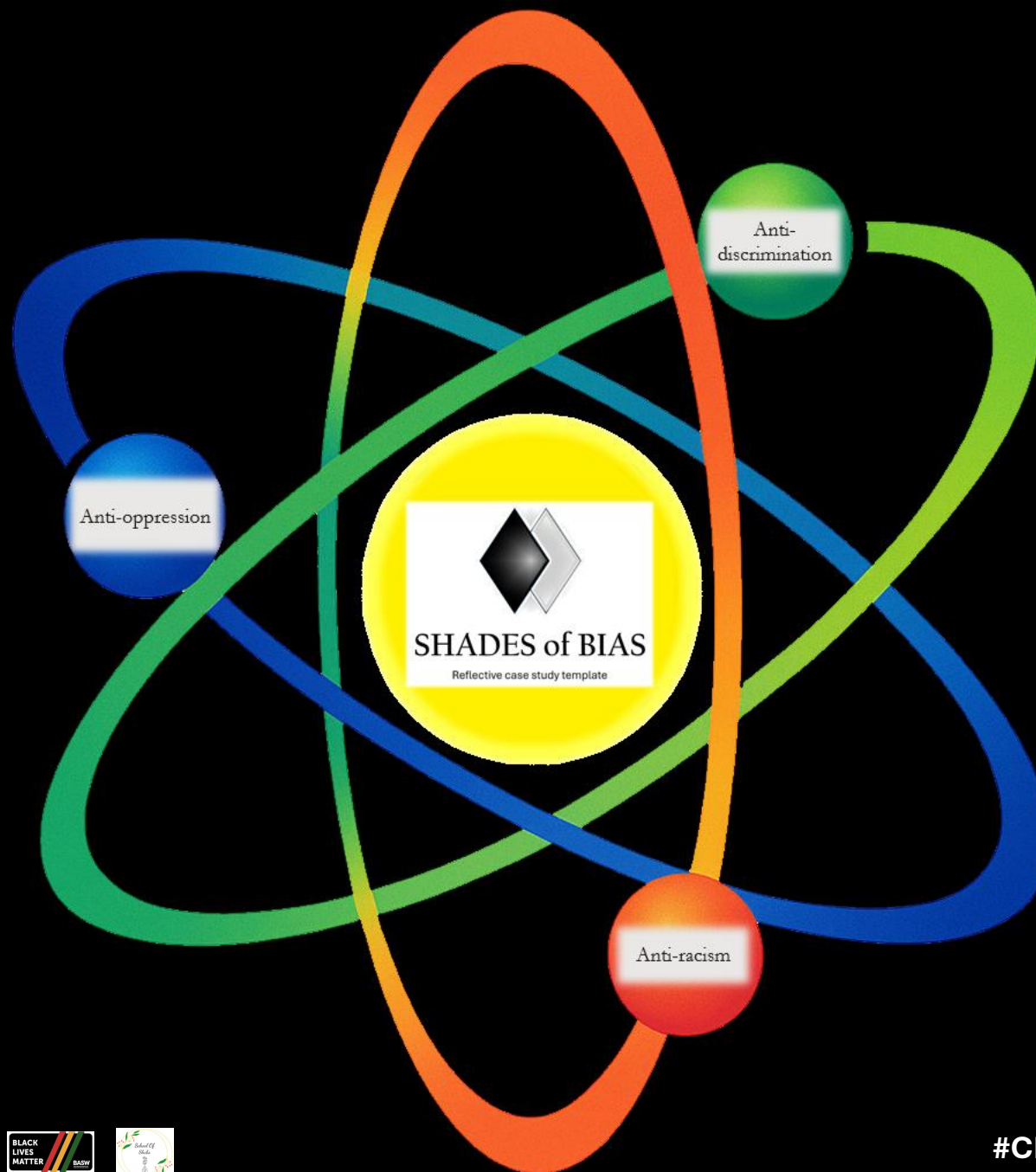
PROMOTIONAL MATERIALS





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡





SHADES of BIAS
Reflective case study template

REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY 🧠💭💡

“Conscious or unconscious?”





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY 🗣️ 💬 💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY



WOW! Mum and dad really need to
REVEAL > REFLECT > REPAIR!



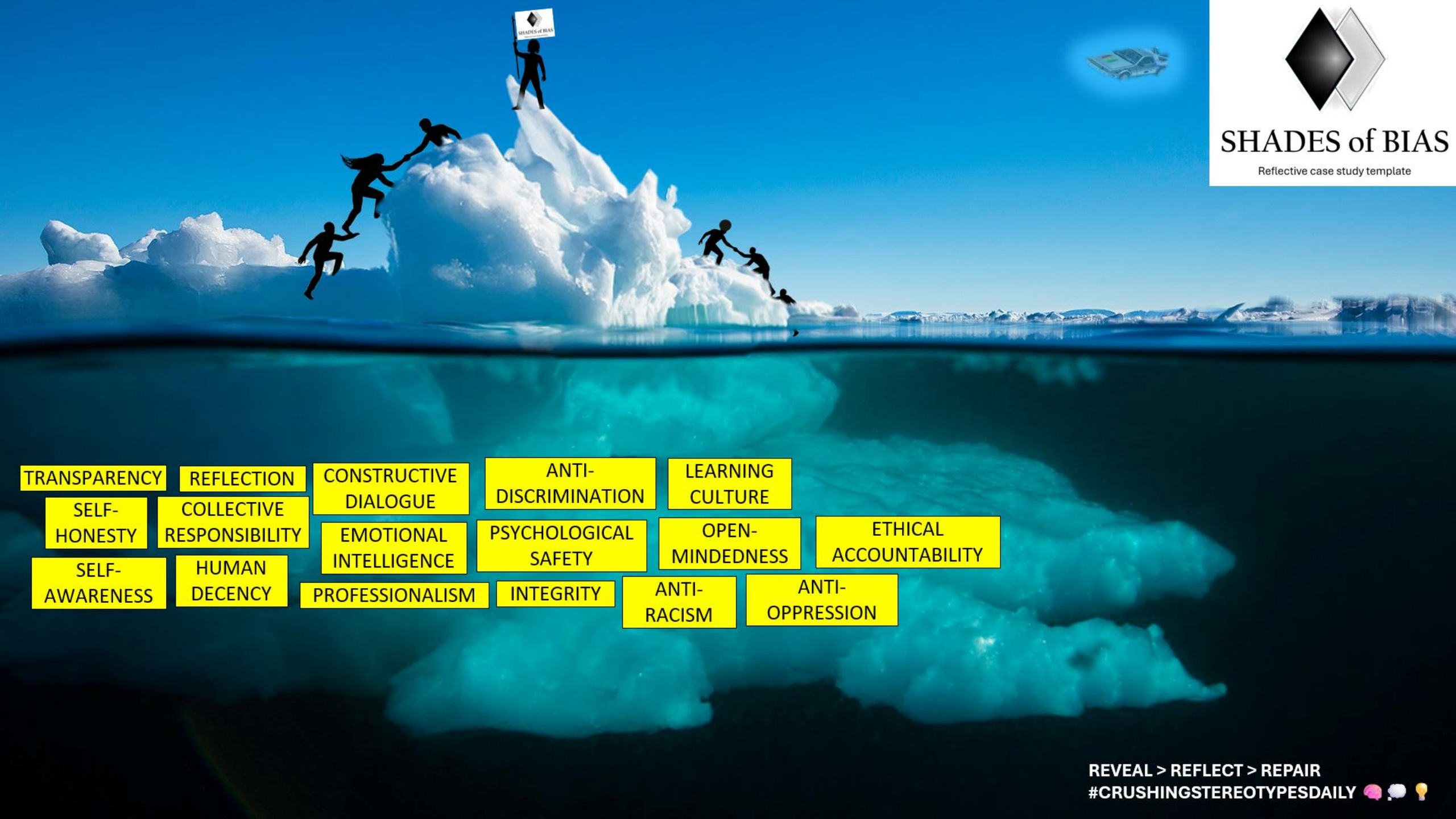
SHADES of BIAS

Reflective case study template

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template

TRANSPARENCY

REFLECTION

CONSTRUCTIVE
DIALOGUE

ANTI-
DISCRIMINATION

LEARNING
CULTURE

SELF-
HONESTY

COLLECTIVE
RESPONSIBILITY

EMOTIONAL
INTELLIGENCE

PSYCHOLOGICAL
SAFETY

OPEN-
MINDEDNESS

ETHICAL
ACCOUNTABILITY

SELF-
AWARENESS

HUMAN
DECENCY

PROFESSIONALISM

INTEGRITY

ANTI-
RACISM

ANTI-
OPPRESSION

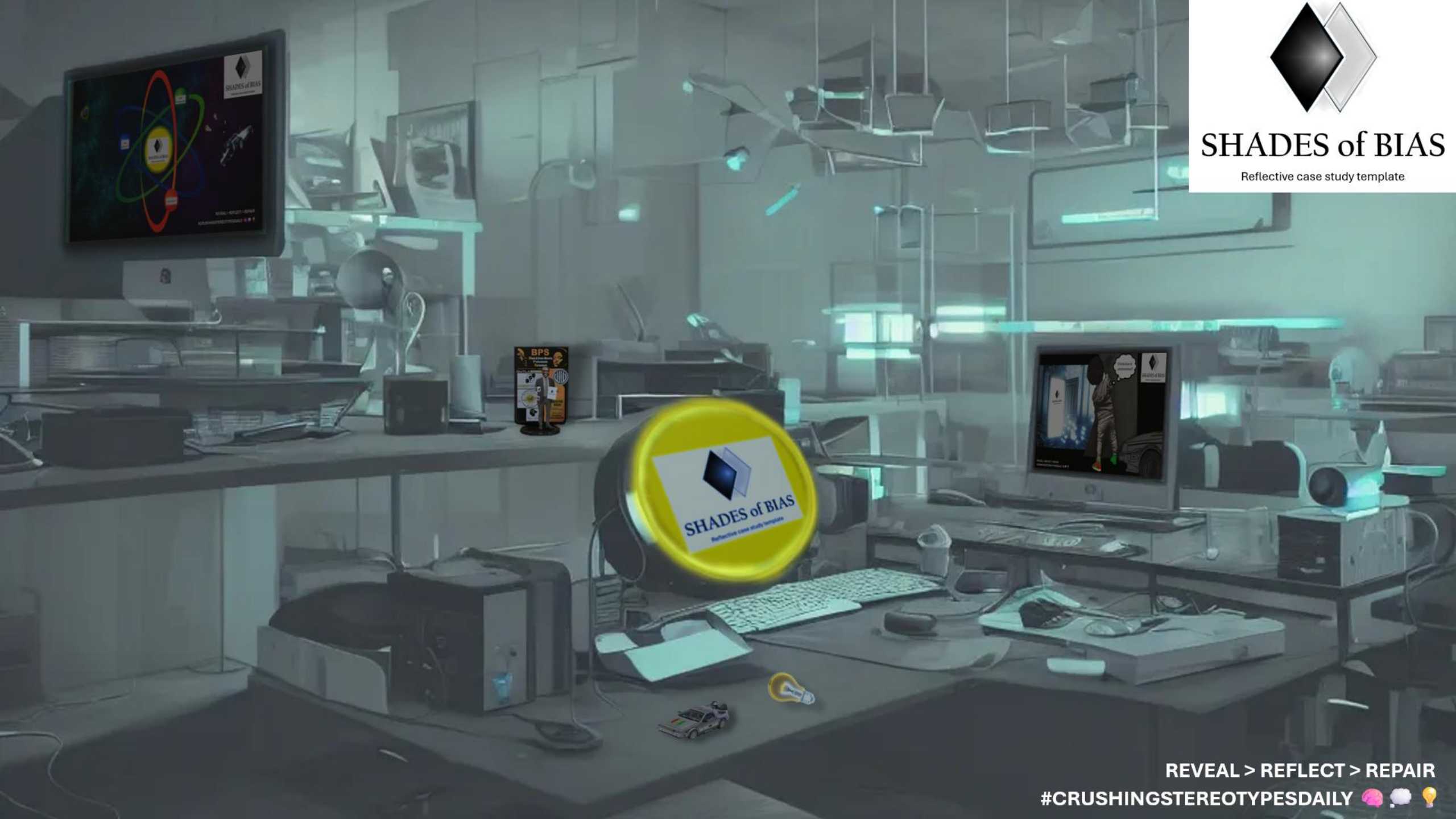
REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template

Look, what I said in the team meeting was wrong... I've filled out a **Shades of Bias** template. Maybe you all should too?

Yawn. I've got bigger bones to chew!

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🌈 🧠 💡



SHADES of BIAS

Reflective case study template



PRACTICE

POLICY

EDUCATION



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



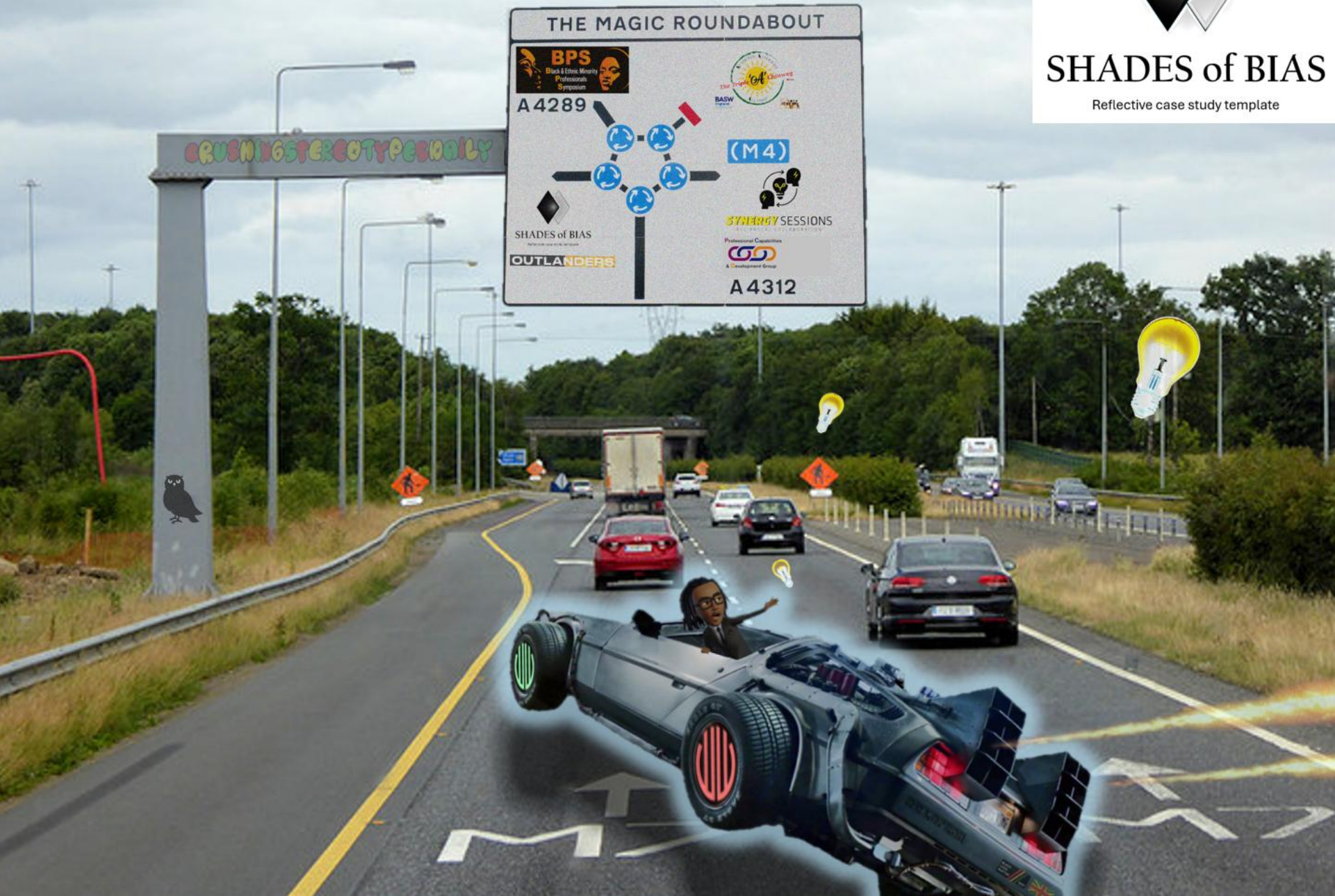


Bias is the detour. Social justice is the SatNav!



SHADES of BIAS

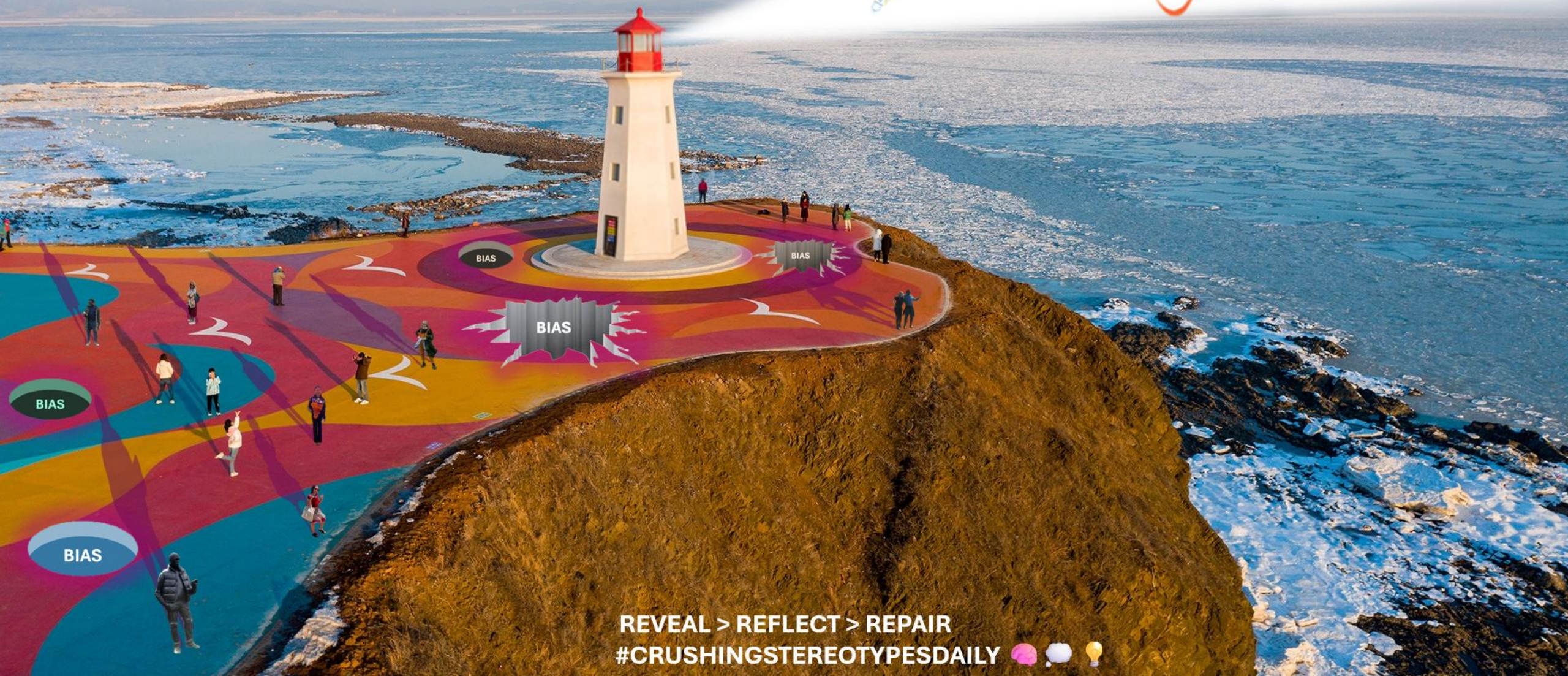
Reflective case study template





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



"THE INESCAPABLE ALL-SEEING EYE"



SHADES of BIAS

Reflective case study template



AGE

DISABILITY

RACE

RELIGION

SEXUAL ORIENTATION

NOT AN EXHAUSTIVE LIST!

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



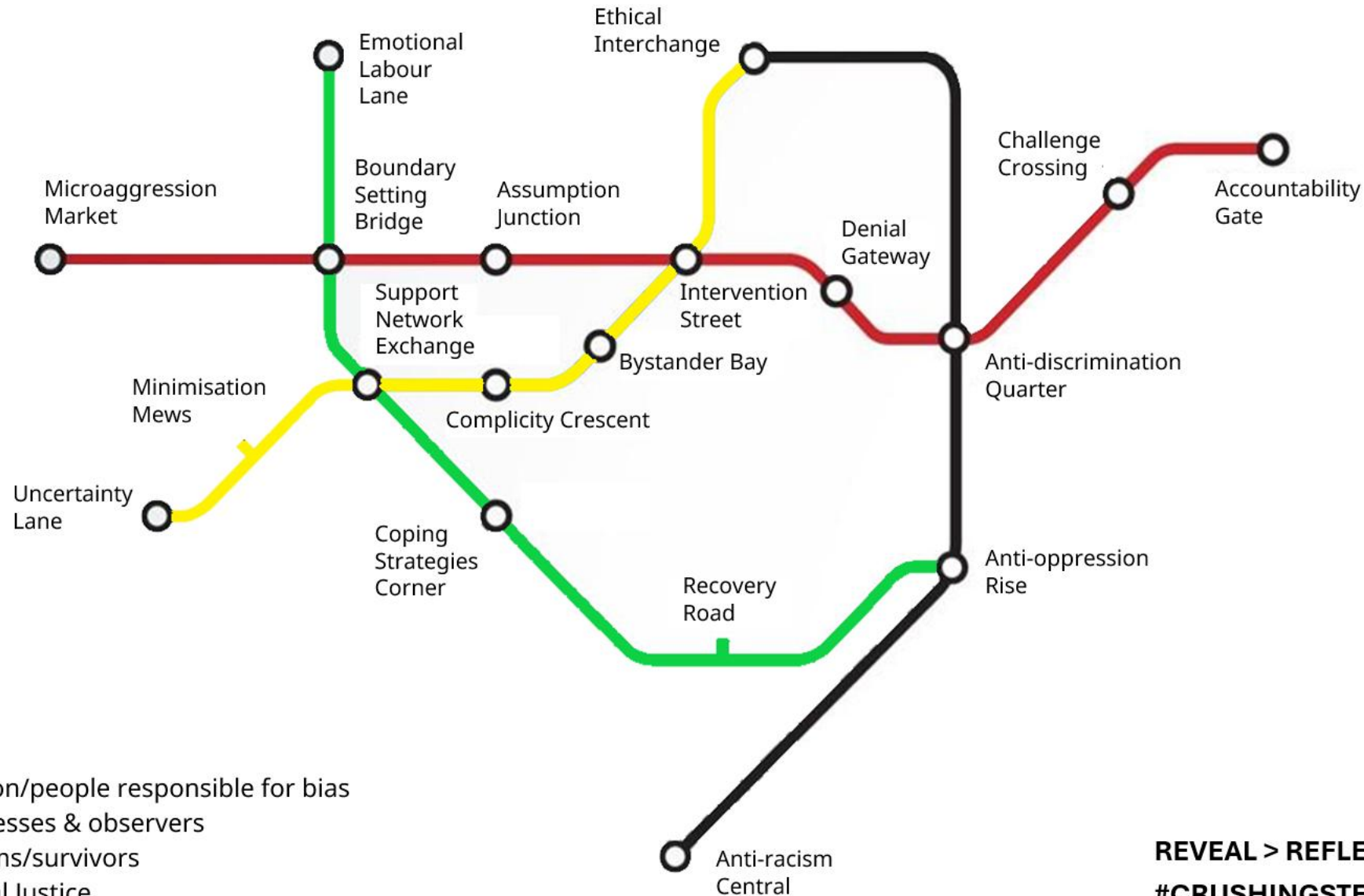


A MAP TO REVEAL > REFLECT > REPAIR



SHADES of BIAS

Reflective case study template



Key to lines

- Person/people responsible for bias
- Witnesses & observers
- Victims/survivors
- Social Justice

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



BIAS



SHADES of BIAS

Reflective case study template

**VICTIMS/
SURVIVORS**

**WITNESSES/
OBSERVERS**

**PERSON/PEOPLE
RESPONSIBLE FOR BIAS**

REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY 🧠💬💡

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡💬



SHADES of BIAS

Reflective case study template



I've had enough of this...
I'm going to fill out an
SoB form!



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template

REVEAL > REFLECT > REPAIR

AIMED AT HEARTS & MINDS

DELIVERED IN THE SPIRIT OF GENEROSITY

UNCONVENTIONAL, BUT ALWAYS MENTIONABLE

CRUSHING STEREOTYPES DAILY

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡





...So, I just said:

"Freedom of speech mate!
I can say what I want!"



SHADES of BIAS

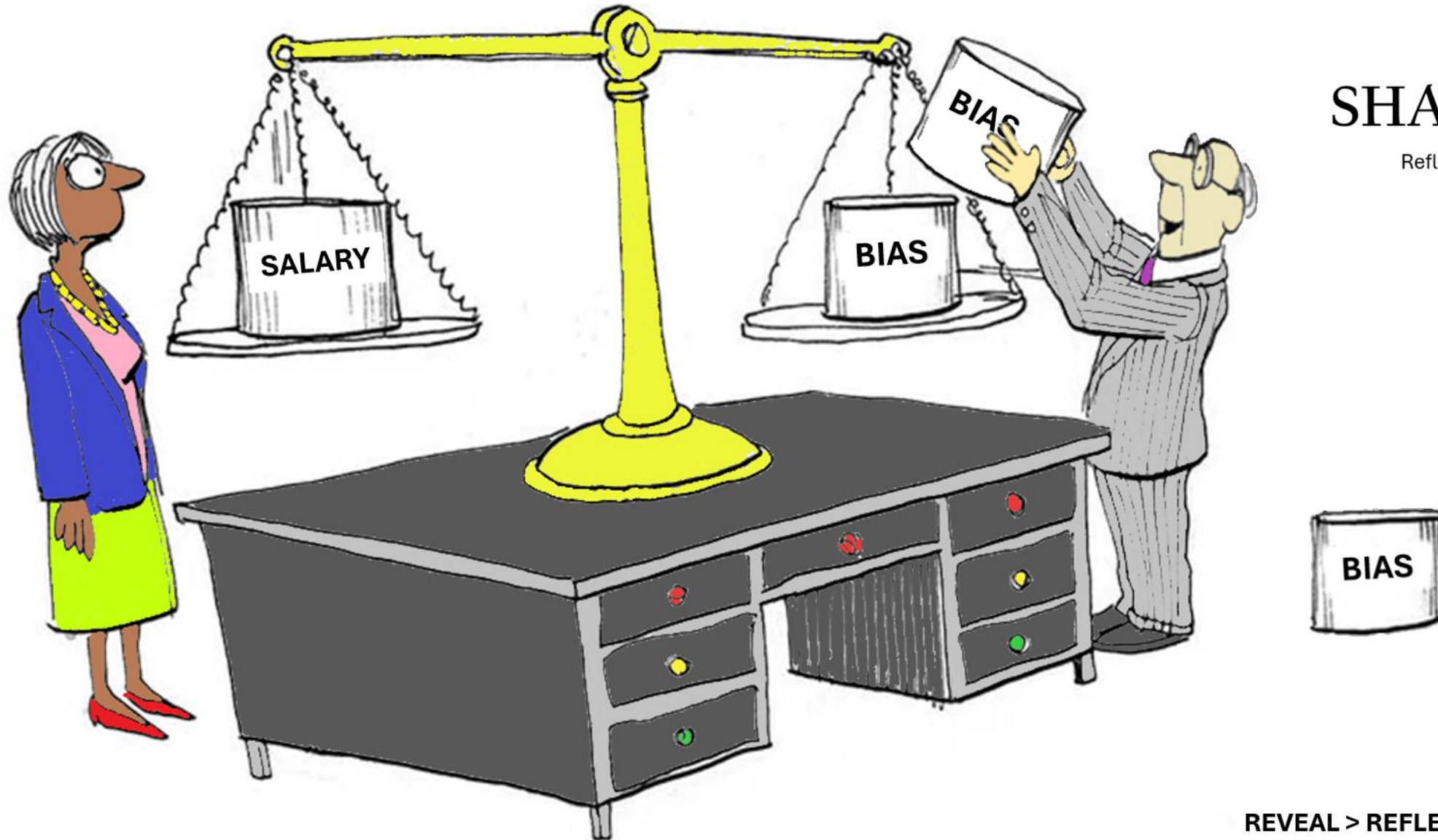
Reflective case study template





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡

C'mon - I mean, you know that was just banter – don't you?



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡

For anyone & everyone.



SHADES of BIAS

Reflective case study template



VICTIMS/SURVIVORS



WITNESSES/
OBSERVERS



PERSON/PEOPLE
RESPONSIBLE
(WHERE APPROPRIATE)

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template

whataboutery

/ˌwɒtəˈbaʊtəri/ 

noun

1. the technique or practice of responding to an accusation or difficult question by making a counter-accusation or raising a different issue.

British

"all too often, well-intentioned debate descends into whataboutery"

Meaning of **wokery** in English

wokery

noun [U] · informal disapproving

UK  /ˈwəʊ.kəri/ US  /ˈwoʊ.kə.i/

(also **wokeism**)

Add to word list 

a way of referring to the acts and opinions of people who are especially aware of social problems such as racism and inequality, used by people who think these acts and opinions have gone too far:

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY   



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

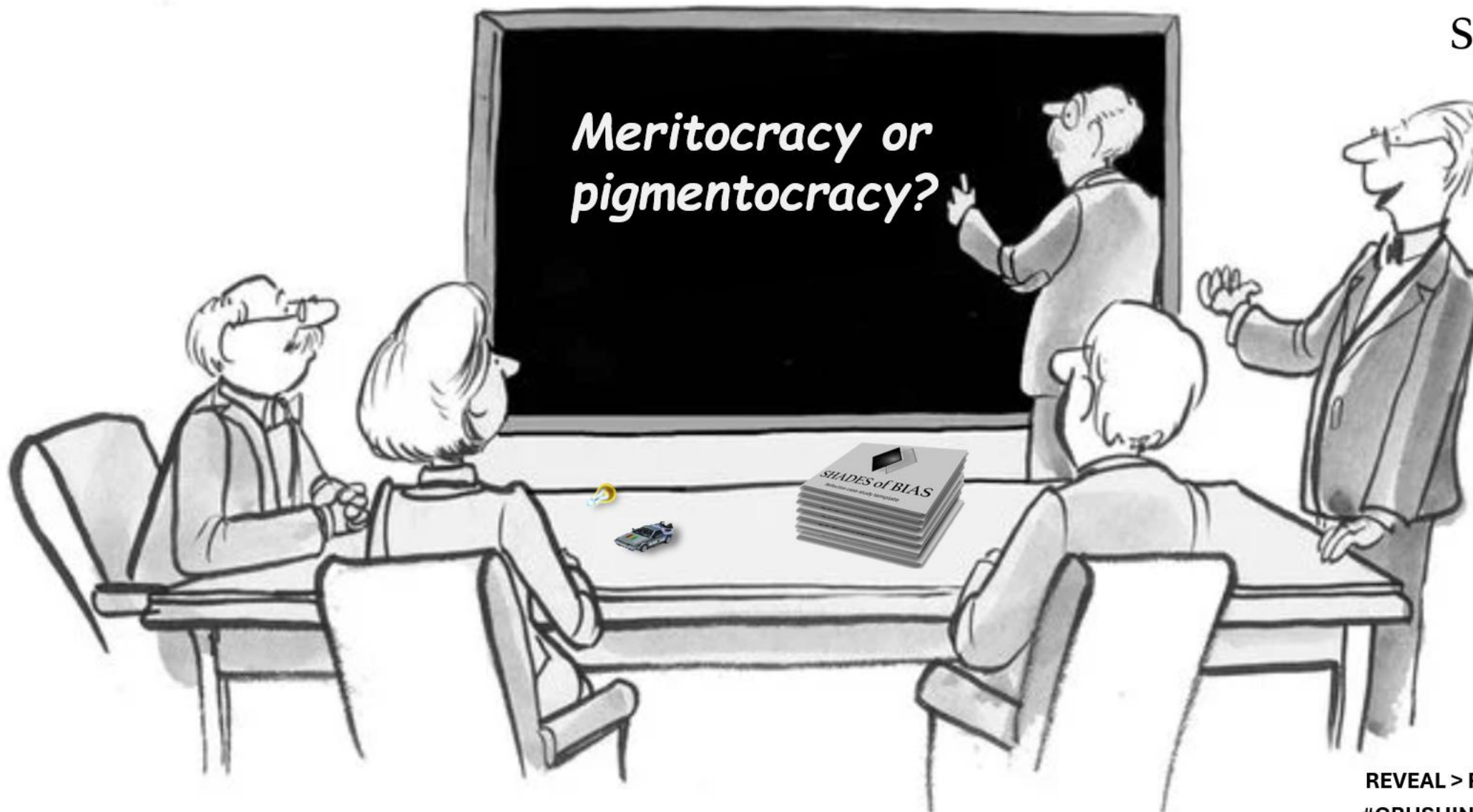
#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



Ok wow – maybe we **do**
have some underlying
workplace issues...



SHADES of BIAS

Reflective case study template



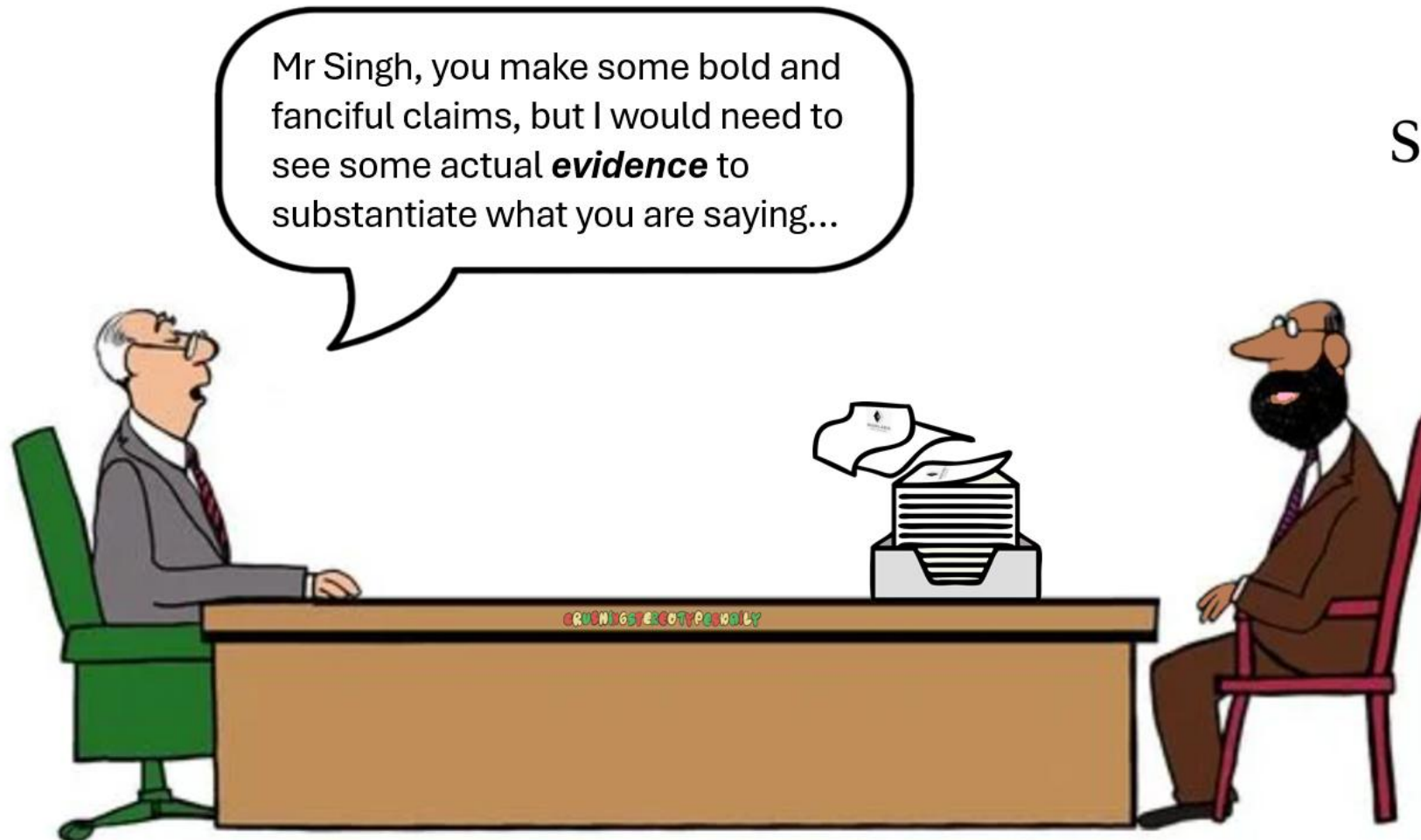
REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



SHADES of BIAS

Reflective case study template



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Bias is an Innate Aspect of the Human Condition

SHADES of BIAS

Reflective case study template

Bias is how our brains make sense of the world.
It influences how we think, feel and act – often without us realising.

POSITIVE

Bias can help us



- Make quick decisions
- Spot danger and stay safe
- Build preferences and make choices
- Connect with people like us

NEGATIVE

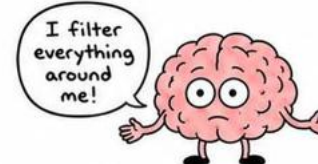
Bias can harm



- Lead to unfair assumptions
- Create stereotypes
- Justify exclusion
- Bias can cause discrimination, oppression and racism

INEVITABLE

Bias is inescapable



- Our brains are wired to categorise
- We all have biases
- They operate automatically
- We can't switch them off – but we can manage them

Bias isn't a character flaw – it's human.
What matters is what we do with it.

REVEAL



Notice and name bias in ourselves, others and systems.

REFLECT



Consider where bias comes from and how it influences our thinking, feelings and actions.

REPAIR



Take action to address harm, challenge bias and create safer, fairer and more inclusive spaces.

CHOOSE



Choose to act with curiosity, fairness, compassion and accountability.



Bias will always be part of being human.
Awareness. Reflection. Repair. Choice.
That's how we create change together.



We all have biases.

We all have a role to play.

REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





"Conscious or unconscious?"



BASW
England



REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY



SHADES of BIAS

Reflective case study template

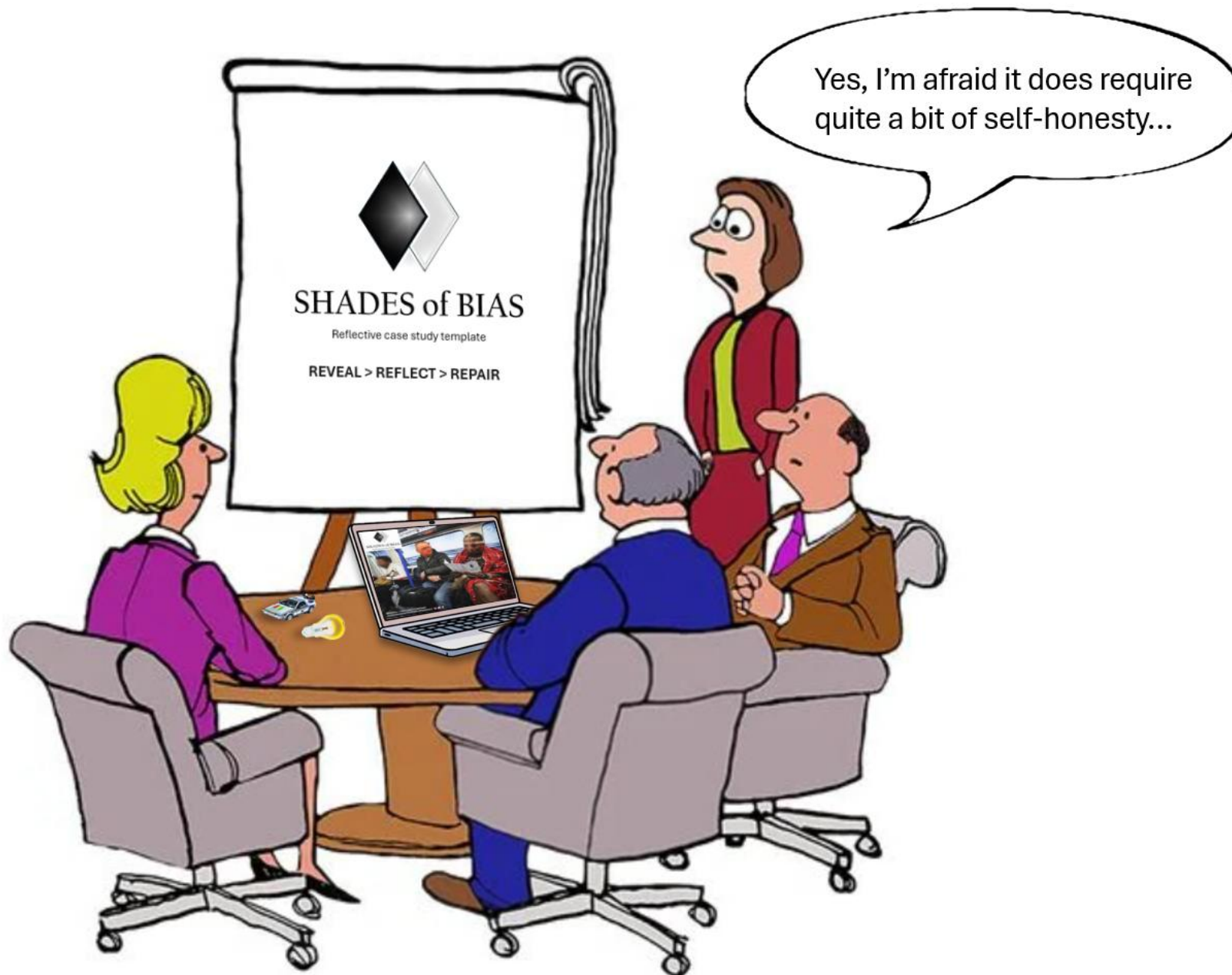


Well, it's *defo* got me ruminating Larry.



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY



SHADES of BIAS

Reflective case study template

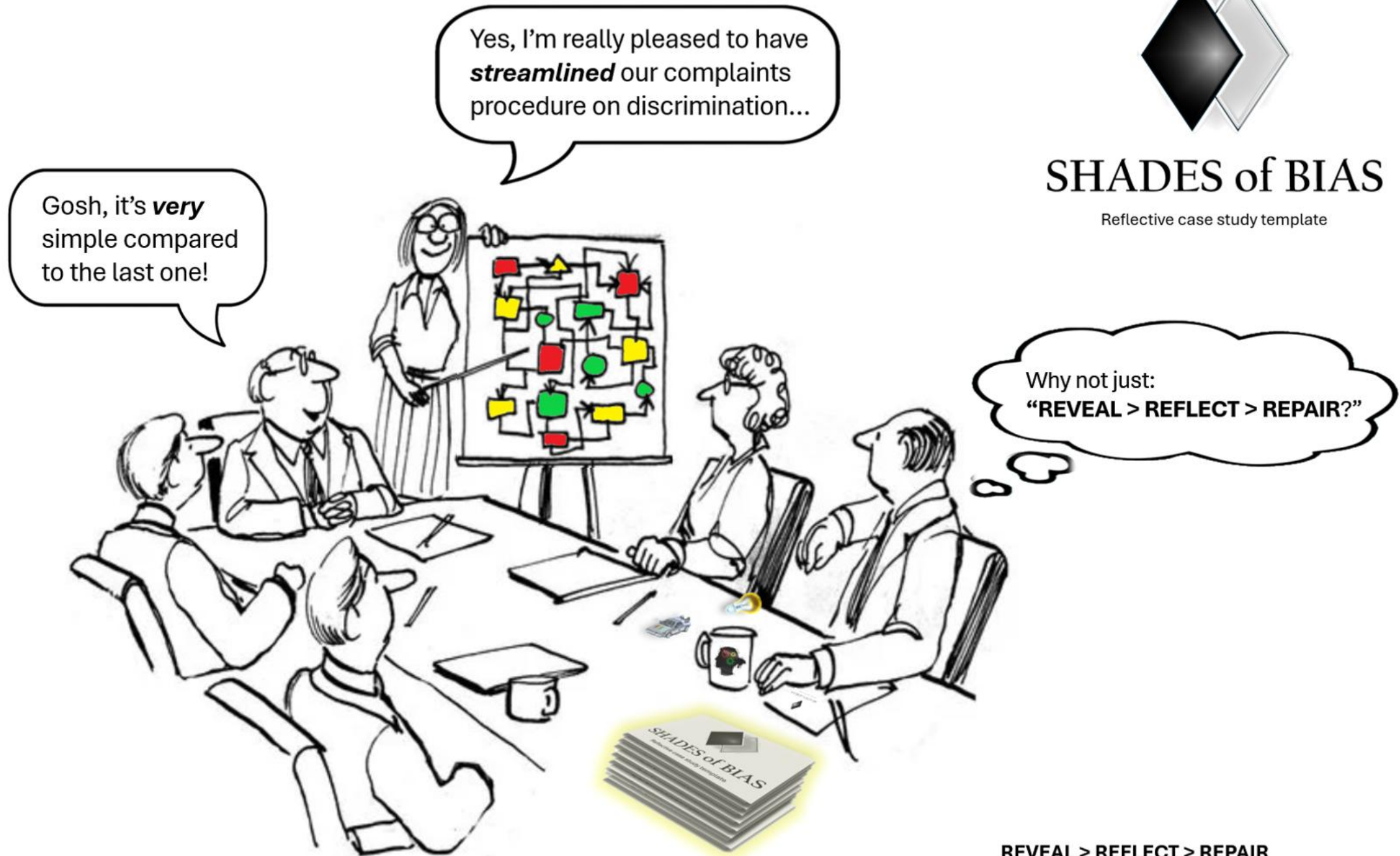
REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY





SHADES of BIAS

Reflective case study template

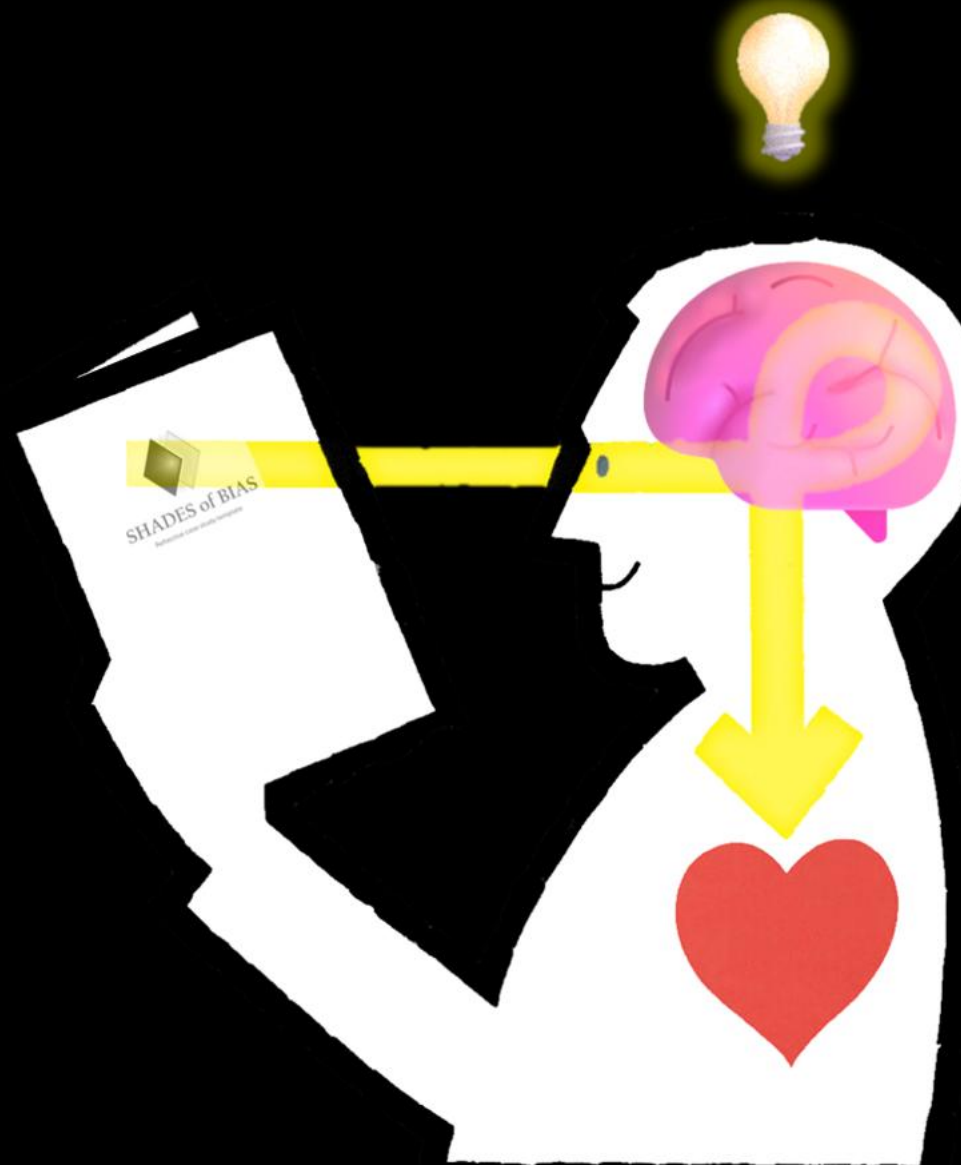


REVEAL > REFLECT > REPAIR
#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



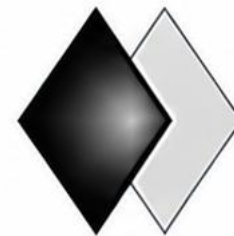
SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💬💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡💬

This Week

Mon

Tue

Wed

Thu



SHADES of BIAS

Reflective case study template



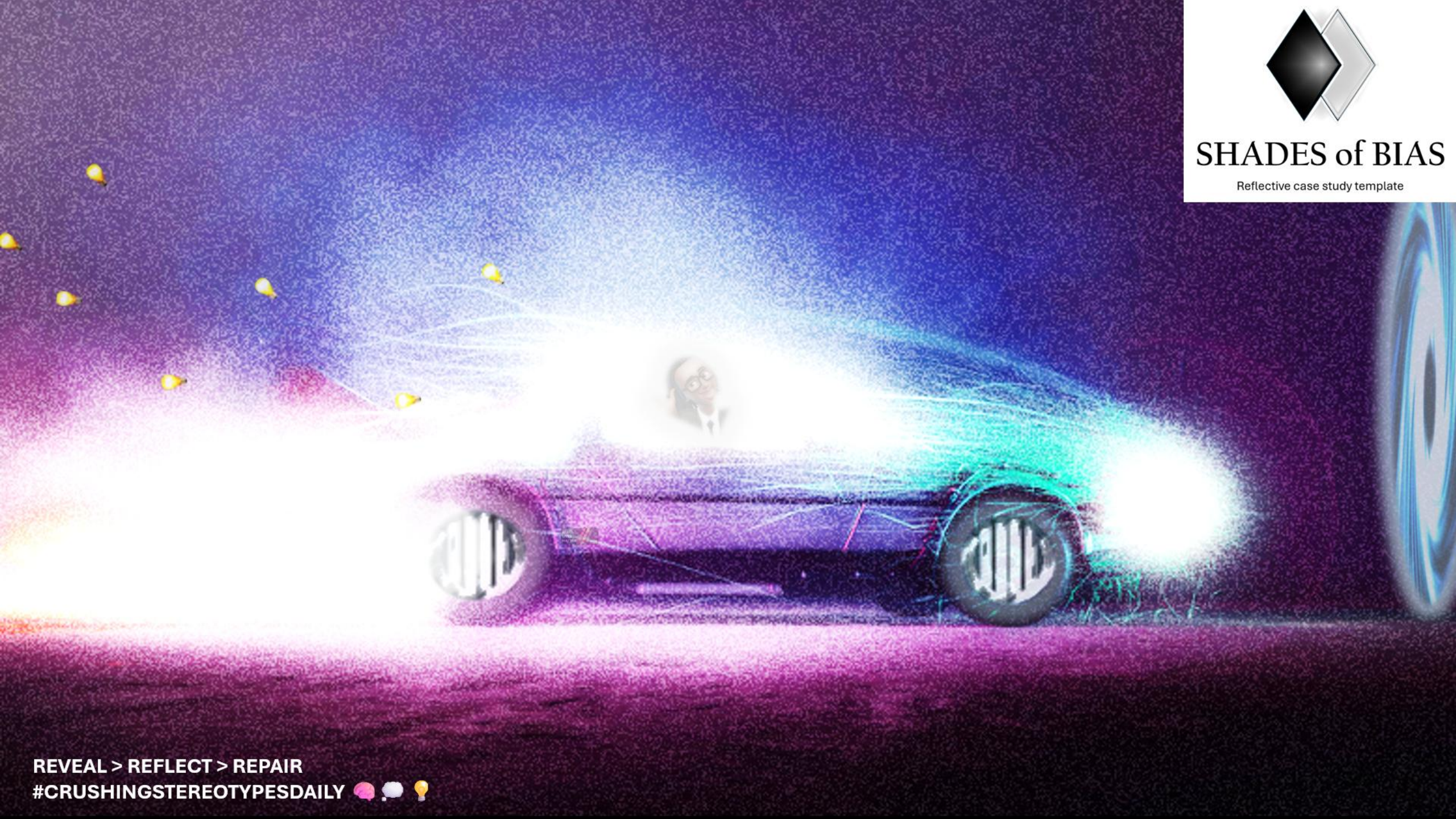
REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💭💡



SHADES of BIAS

Reflective case study template



REVEAL > REFLECT > REPAIR

#CRUSHINGSTEREOTYPESDAILY 🧠💡💡



WAYNE'S WEEKLY

OUTLA MOORE



SHADES of BIAS
Reflective case study template



DMC

REDSUN