

RCCS Tidbit of the Month

Judgement - One of the five Awarenesses of the RCCS Program Culture



In all of us, in all our friends, family, communities and co-workers, there is unspoken, and sometimes unseen bias. Bias is a preference for or against an individual or group that interferes with or influences fair judgment. Bias can be both conscious and unconscious.

Since implicit bias lives in our subconscious, it can be hard to spot — but sometimes all we need is a moment to pause and reflect honestly on our thoughts and behaviors. These questions can help us recognize areas of bias and understand how they might affect our relationships with those around us. If we're not careful, these biases can unfairly shape our view and judgment of others and our actions. Big or small, our actions shape our workplace and the world around us.

The clients and members that Telecare programs serve are victims of bias from our greater society. Some of that bias and judgment is unseen or unconscious. It shows up in the media, our politics and our communities in the form of NIMBYism. Telecare programs work each and every day to reduce stigma and bias not just in the communities our people live but also the invisible internalized stigma in the people we serve.

PRACTICE: A first step can be to become more aware of our own unseen biases and judgments. With your team, watch the video below. Following the video discuss your thought to the following questions.

<https://www.youtube.com/watch?v=PnDgZuGhHs>

1. What did you think about the video?
2. How did you feel while watching the video?
3. What messages do you think the video was trying to convey?
4. What is the difference between identity and labels?
5. Where do you see hidden or unconscious bias in your life?

MORE LEARNING: Visit <https://lovehasnolabels.com/> to access more information and materials on building more inclusive communities.

