

Statement on unconscious bias

Adapted by the Medical Schools Council from guidance issued by the Royal Society

We all hold unconscious biases based on our experience, deep-seated thought patterns and assumptions or interpretations, which can affect our judgments and decisions without us being aware of it. The Medical Schools Council aims to support its members in minimising unconscious bias to help ensure that decisions are made fairly and to help foster an equal and inclusive environment.

To combat unconscious bias, we endorse the following action points:

- When preparing for a committee meeting or interview, try to slow down the speed of your decision making.
- Reconsider the reasons for your decision, recognising that they may be post-hoc justifications
- Question cultural stereotypes that seem truthful. Be open to seeing what is new and unfamiliar and increase your knowledge of other groups.
- Remember you are unlikely to be more fair and less prejudiced than the average person.
- You can detect unconscious bias more easily in others than in yourself so be prepared to call out bias when you see it.

The Royal Society has developed a short video about understanding unconscious bias that we encourage members to watch. The video can be accessed [here](#).

Further guidance issued by the Royal Society on unconscious bias can be found [here](#).