

UNCONSCIOUS BIAS & GENDER EQUALITY

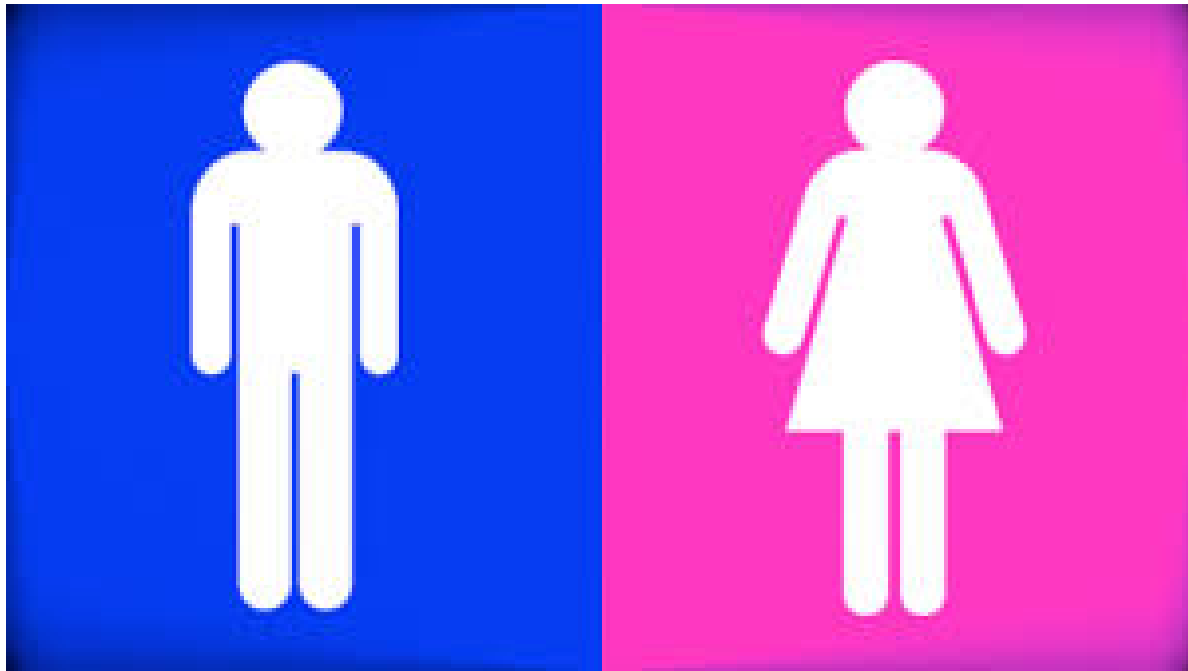


By Dil Wickremasinghe



MEDITATION BODY SCAN

What words do you associate with?



The Surgeon

A young man and his father are involved in a terrible car accident. Tragically, the father dies soon after. When the young man arrives at the emergency ward, the surgeon says:

"I cannot operate on this young man ...
he is my son!"



How could this be so?

What is Inequality & How Does it Impact People?

5 GENDER
EQUALITY



10 REDUCED
INEQUALITIES





Dil Wickremasinghe

Social Justice & Mental Health Activist

Social Entrepreneur

Trainee Counsellor & Psychotherapist

Workplace Trainer

Recruitment Consultant

Broadcaster & Journalist

Podcaster

Actor/Stand Up Comedian

- LGBTQI+ rights, mental health, #metoo, Frederick Douglas Award
- Co- Founder and Director of Insight Matters, 2 centres, 55 psychotherapists supporting over 400 clients per week
- BA (Hons) Counselling & Psychotherapy
- Diversity, Equality, Intercultural, Disability, Mental Health since 2006
- Worked in a leading agency for 10 years
- Presented “Global Village” Newstalk 106-108 FM for 10 years
- The Insight Matters Podcast & Sparking Change with Dil
- Box of Frogs, Ireland's First Alcohol Free Comedy Club



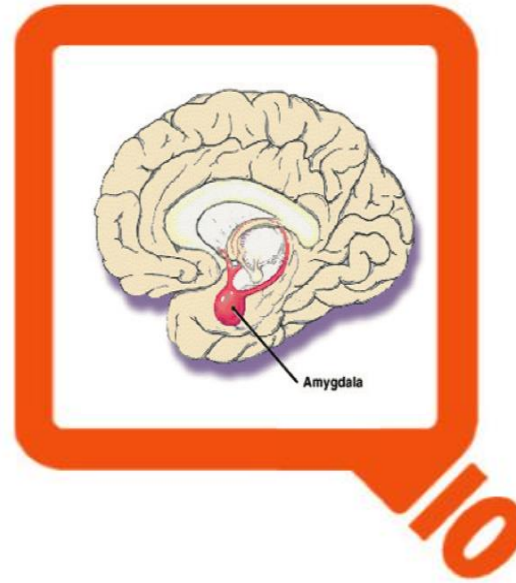
What is Equality?

The state of being equal, especially in status, rights, opportunities and outcomes.

Equality is about the distribution of resources as well as power and culture and the valuing of difference.

Anne Philips 'Which Equalities Matter?'

Unconscious Bias – How is it formed?



As prehistoric beings, we had to make quick decisions to judge a situation – whether we were going to be safe or unsafe. However, with time, this safety mechanism has morphed into a model of classifying groupings without fully understanding or engaging with them.

Unconscious bias leads us to categorise people into our “in” and “out” groups – making decisions about them almost instantly.

What are our “In Groups” and “Out Groups”?

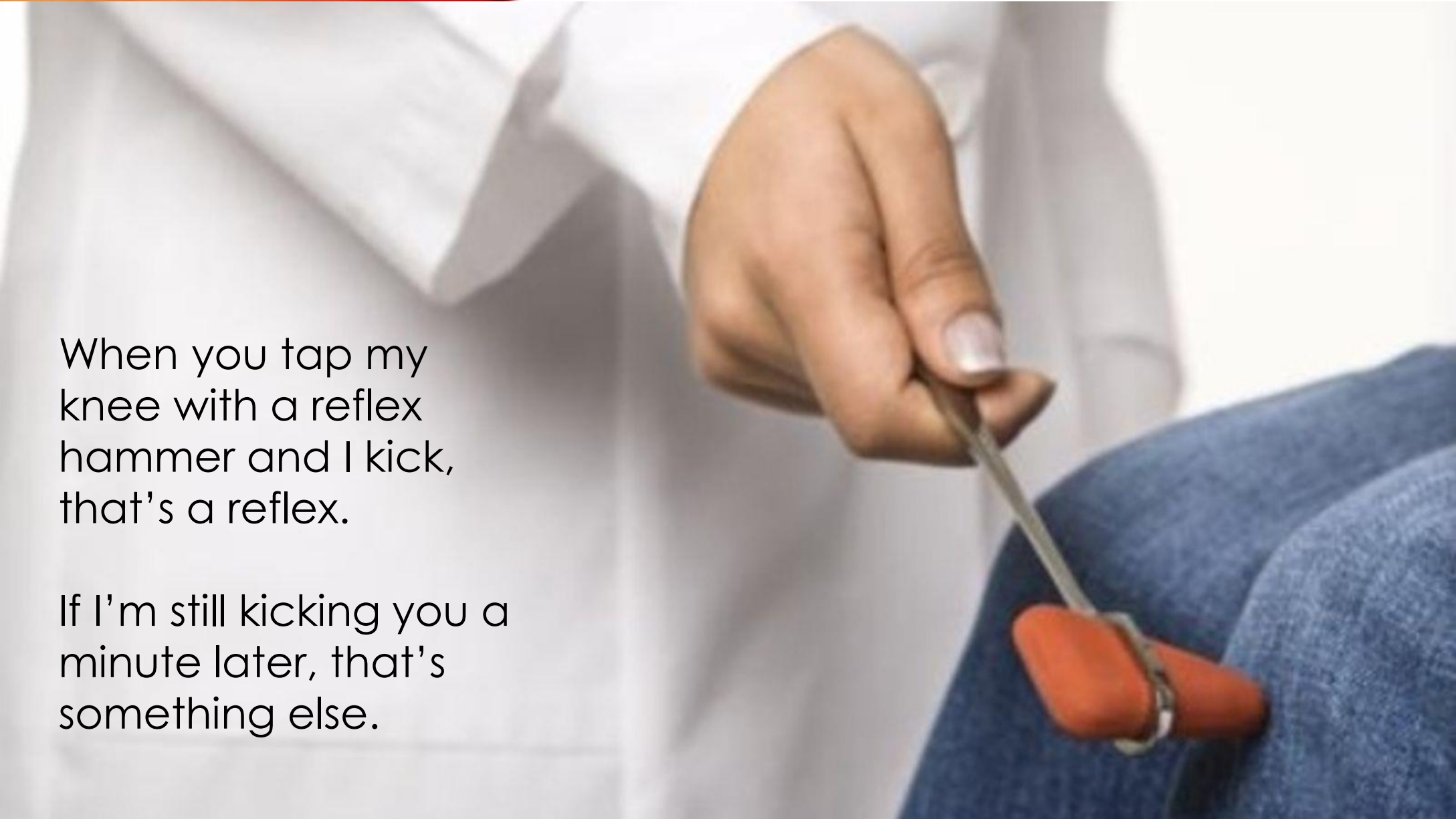




Name the number of digits:

7 7 7 7

First impulse, is to say 7 but when you pay attention and take time to understand the question... the answer is 4.



When you tap my knee with a reflex hammer and I kick, that's a reflex.

If I'm still kicking you a minute later, that's something else.

Gender Stereotyping in Children

One study asked children to guess whether a “really, really smart” protagonist in a story was a man or a woman. By the age of six, girls were less likely to guess that the protagonist was a woman than boys were to guess that the protagonist was a man.

*American Association for the
Advancement of Science*



The Iceberg of Self-Awareness



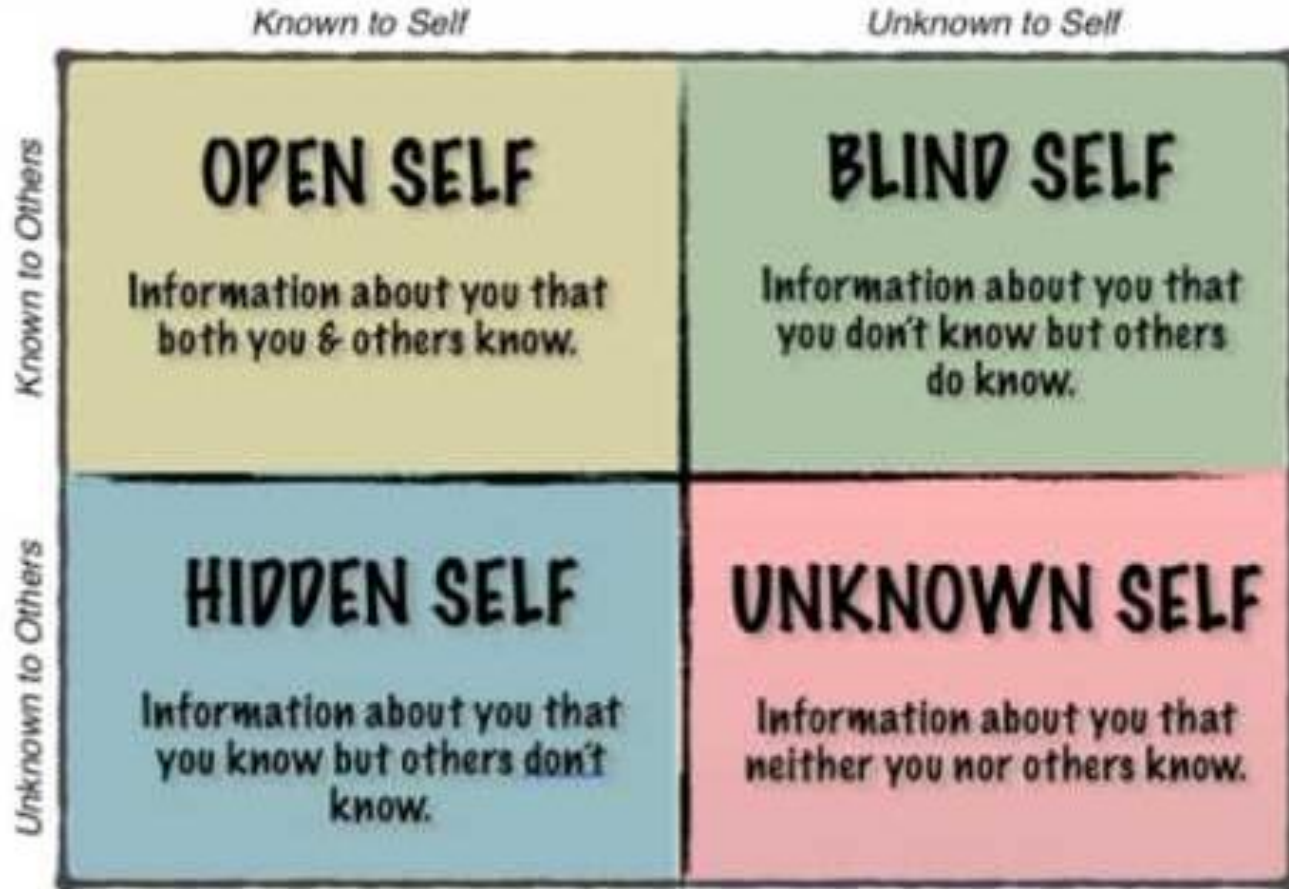
Conscious Mind

Unconscious Mind

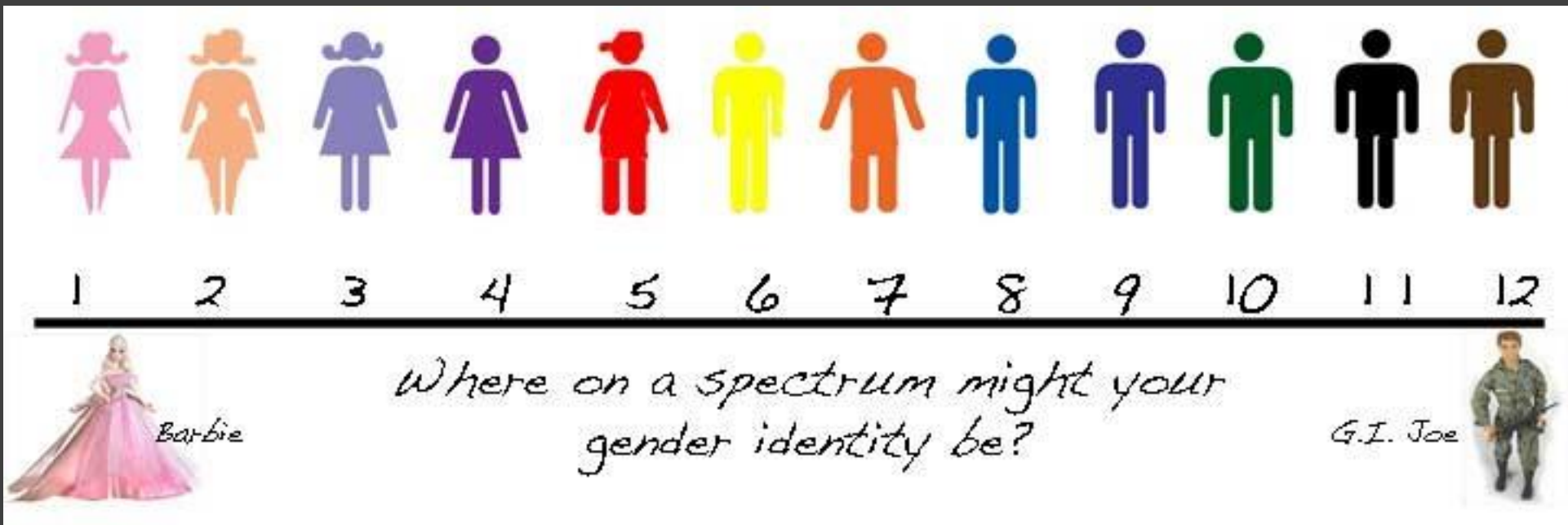
*“The mind is like an **iceberg**,
it floats with one-seventh of
its bulk above water.”*

Sigmund Freud

Johari Window

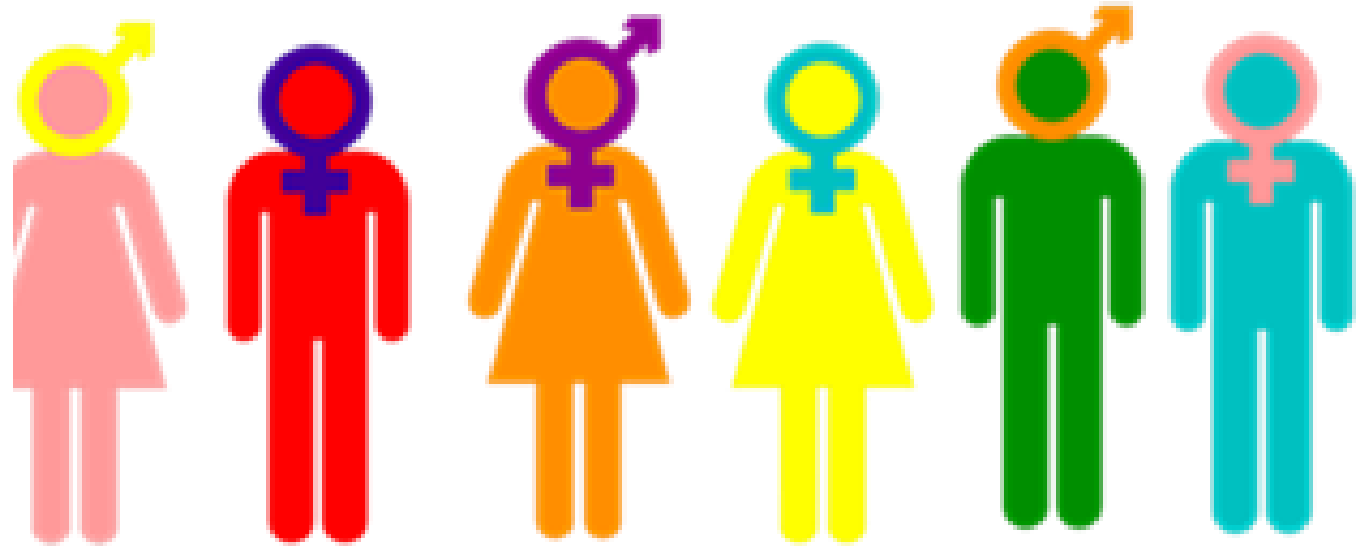


Beyond Gender Binary



Gender Identity Awareness

- How do you describe your gender identity?
- What are the factors that influenced your gender identity?
- What do you remember feeling about your gender as a child?
- What was puberty / adolescence like?
- How do you feel about your gender now?
- How does your gender identity impact on how you feel about work, relationships, or other aspects of your life?



Have you
experienced
Gender Inequality?



Newstalk 'axes Dil' who protested Hook

By Emma Jane H
pointed at this suc
Last month, Ms

Fintan O'Toole

Communicorp fatwa is hysterical, but it's not funny



“

Aspiring journalists will remember that George Hook is still working for Newstalk and that Dil Wickremasinghe is not

News

Broadcaster Dil 'shocked' as Newstalk show is axed

Ryan Nugent

BROADCASTER Dil Wickremasinghe's Newstalk show has been cancelled. Ms Wickremasinghe released a statement stating that she was "shocked and disappointed" following the decision. She said the decision was "going to do with the ratings" of her show 'Global Village'. She had previously made a statement following Hook's comments on the show last month, where she said she would not present the show if action was not

Hook, 'shocked', 'elled'

sion, penal reform, equality, women's rights, domestic violence, and violence and

Previously issued a statement following colleague George Hook's comments last month, when she could not present her show.

"I was shocked. It was a huge shock to my family because I have been a huge part of the past 10 years," she said.

"I am gone, I don't have any family to look up to," she said.

She said she was at Newstalk was for comment at the time.

Irish News
FRIDAY, SEPTEMBER 15, 2017
it's friday!

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Newstalk

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DIL Wickremasinghe, the broadcaster who refused to present her Newstalk show in protest over the George Hook case, announced that the station has "cancelled" the show after a decade. The mother-of-announcements night and said she was "shocked" to be "cancelled" by management. Her show, Global Village, has been cancelled out every Saturday night.

She said: "Earlier today, I met with Newstalk management who told me that despite positive ratings and performance, my Saturday night radio show Global Village has been cancelled. I am shocked and deeply disap-

woman for Newstalk was available. Mr Hook made a statement on September 8, saying he was a rape victim and was "shocked" for being attacked.

Newstalk staff signed a draft letter calling for Hook's axe.

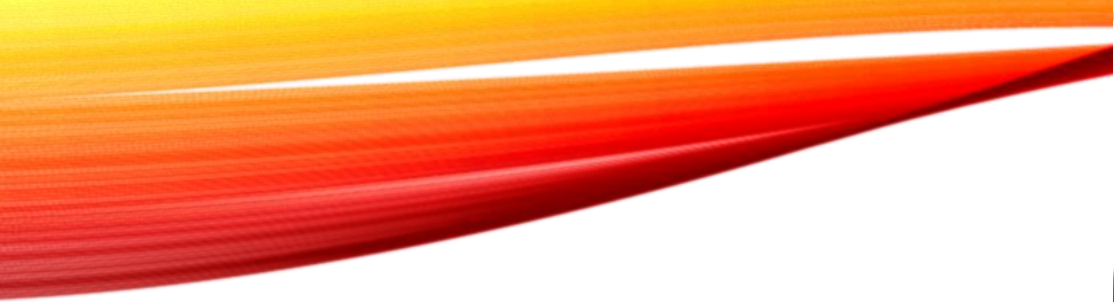
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past 10 years," she said. Newstalk was unavailable for comment.

Meanwhile, media group Communicorp says no 'Irish Times' journalist will be accepted as a contributor on any of its stations following an article written by Fintan O'Toole published in the Irish News.

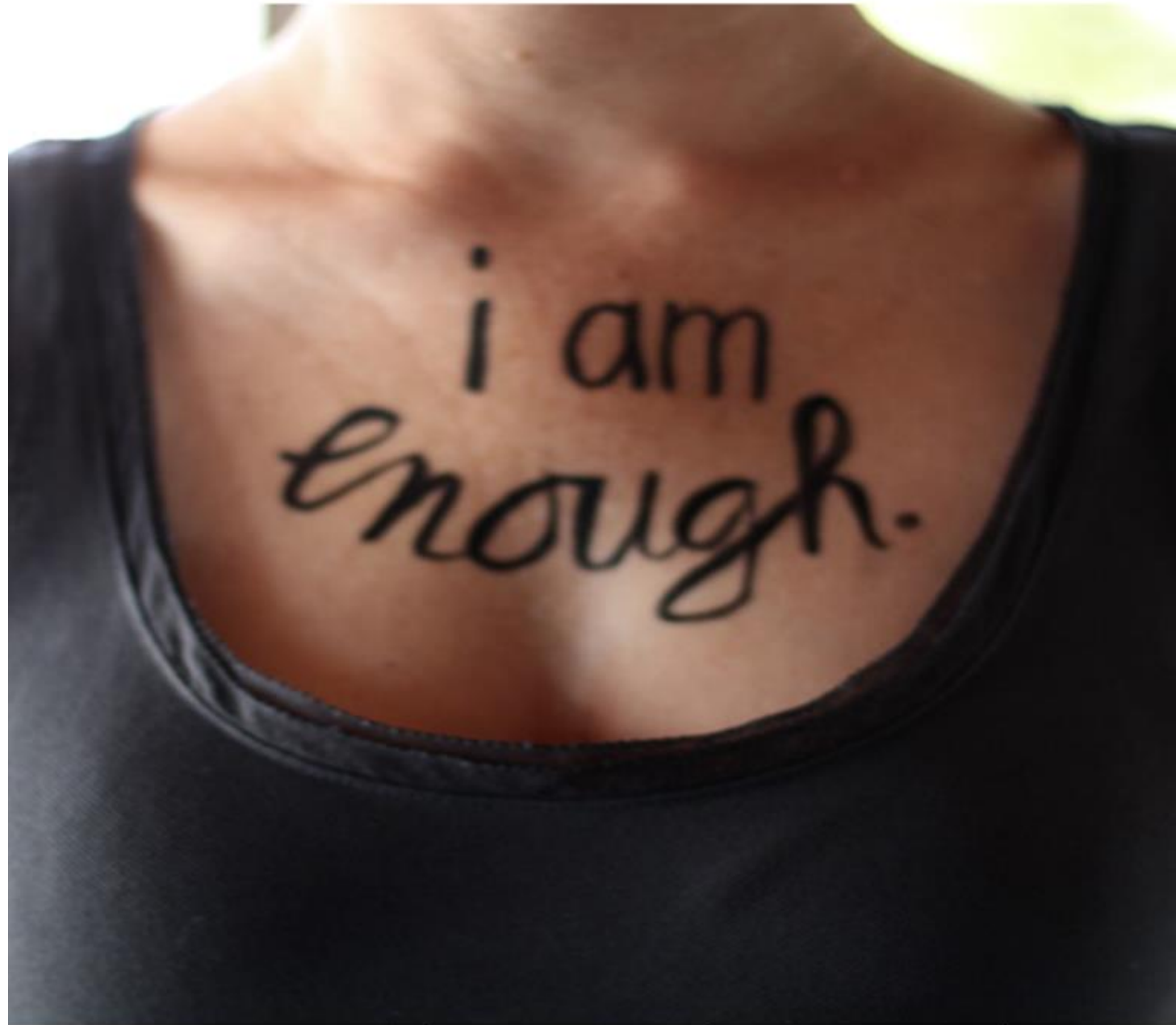


Make time for self-care!



"I was always looking outside myself for strength and confidence, but it comes from within. It is there all the time."

Anna Freud, Austrian
psychologist



“As we let our light shine, we unconsciously give other people permission to do the same.

As we are liberated from our own fear, our presence actually liberates others.”

Marianne Williamson



THANK YOU!



www.dilw.ie

www.insightmatters.ie

Twitter: @dilw