

EVERYDAY BIAS

1 SAM IS ATTENDING A PROJECT COURSE. ALL TEAMMATES ARE UNFAMILIAR WITH EACH OTHER.

2 REQUIREMENT FOR THE PROJECT ARE MILESTONE PRESENTATIONS AND SAM VOLUNTEERS TO HOLD THE FIRST ONE.

I CAN DO THIS ONE, I LIKE PUBLIC SPEAKING.

3 THE TEAM MEMBERS HESITANTLY ACCEPT SAM'S PROPOSAL.

OUR GRADES ARE IN YOUR HANDS!

MAKE SURE THAT THE PRESENTATION IS GOOD!

4 SAM STARTS RECEIVING MESSAGES FROM ONE OF THE TEAM MEMBERS, MEL.

hey where are you from?

you have a very noticeable accent.

I can also present, if you don't feel up to it.

THE MESSAGES SEEM NICE, BUT SAM GETS UNCOMFORTABLE AND UNSURE.

5 THE PRESENTATION IS SUCCESSFUL, AND SAM GETS A NEW MESSAGE FROM MEL RIGHT AFTER.

Hey, you did a good job

It was really understandable!

That was better than I expected!

SAM STILL FEELS WEIRD BUT DECIDES TO IGNORE THAT.

6 HOWEVER, AFTER THE PRESENTATION, MEL KEEPS PATRONISING SAM, SECOND-GUESSING EVERYTHING. OTHER TEAM MEMBERS ALSO JOIN IN.

I FOUND THIS PAPER, I THINK I CAN IMPLEMENT THIS PART SIMILARLY...

NO, IT CAN BE PRETTY HARD FOR YOU.

YES, I WILL DO THIS. DON'T WORRY.

7 SAM STARTS TO STRUGGLE WITH SELF-ESTEEM AND TALKS TO A FRIEND.

THEY DON'T TRUST ME WITH SIMPLE TASKS, AND IGNORE ALL MY IDEAS! THEY SAY MY LANGUAGE SKILLS ARE NOT GREAT...

THEY SEEM REALLY NICE PEOPLE, THOUGH ...

IT SOUNDS LIKE DISCRIMINATION TO ME.

8 WHEN THE PROJECT HITS A BUMP THE TEAM MEETS WITH THE PROJECT SUPERVISOR. SAM KEEPS QUIET THE WHOLE MEETING.

THEY WON'T UNDERSTAND MY ACCENT...

9 THE SUPERVISOR ASKS SAM TO STAY AFTER THE MEETING.

YOU LOOK UPSET, IS EVERYTHING ALL RIGHT?

MY GROUP WON'T ALLOW ME TO WORK ON ANY TASKS. THEY SAY MY ACCENT IS HARD TO UNDERSTAND.

I UNDERSTAND YOU FINE. JUST SPEAK UP AND TELL THEM WHAT YOU THINK.

10 HAVING BEEN REASSURED BY THE SUPERVISOR, WITH THE HELP OF THE FRIEND SAM WRITES A NOTE TO THE GROUP.

I UNDERSTAND THAT MY COMMAND OF THE LANGUAGE IS NOT PERFECT. YOU SHOULD NOT JUDGE ME ONLY ON ONE TRAIT. I FEEL DISCRIMINATED. PLEASE BE PATIENT, IT WON'T HURT ME IF YOU ASK TWICE BUT IT HURTS IF YOU DISMISS ME.

11 THE TEAM MEMBERS APOLOGISE TO SAM AND REASSIGN TASKS SO THAT EVERYBODY IS CONTRIBUTING EQUALLY.

SORRY I DID NOT WANT TO MAKE YOU FEEL BAD.

I WILL BE MORE PATIENT.

12

- CHECK YOUR PRECONCEPTIONS
- DON'T JUDGE PEOPLE ON THEIR BACKGROUND, GET TO KNOW THEM AS A PERSON
- BEING PATRONISED HURTS

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