



## Self Aware and Inclusive

### Developing

Aware of your own identity, values, and culture, and how they differ from others. Acts inclusively in a diverse society.

- Understands the importance of being balanced, inclusive, respectful, and fair in their behaviour and language.
- Is self-aware and learning how to identify any unconscious bias.
- Learning about what it means to be inclusive of the core cultural concepts and practices relating to indigeneity, and is welcoming of different backgrounds, experiences, perspectives, values, beliefs and abilities.
- Learning about what it means to work inclusively and transparently.

### 70% on-the-job learning

Review the Public Service Code of Conduct and understand our responsibilities as public servants to be fair, impartial, responsible and trustworthy (see [Guidance: Understanding the code of conduct](#)).

Become familiar with the principles and expectations for public servants set out in section 12 of the [Public Service Act 2020](#).

Familiarise yourself with information on the cross-government [Diversity and inclusion](#) work in the State of the Public Service report.

Explore the information provided at the University of Auckland's page [Unconscious bias resources and references](#).

Watch the video from the Royal Society about potential biases when making decisions (see [Understanding unconscious bias](#).)

Read the Policy Project's [Guide to Inclusive Community Engagement](#) as a starting point for thinking about different groups in the community, and how to reduce barriers to participation.

Read guidance on Te Arawhiti's website about the Crown's engagement with Māori.

### 20% learning from others

Review any previous papers by your agency that include evidence and analysis from a number of groups and sectors reflected in the policy options.

- Learn more about the cross-agency [Employee Led Networks](#) and how they could help support your policy work. This could include engaging with network representatives to understand how any of the network's insights and perspectives might be applied to your work.

### 10% formal training

Take an online module to learn about the concept of unconscious bias, such as the Kirwan Institute's [Implicit Bias Module Series](#).