



## Self Aware and Inclusive

### Practising

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

- Can address unconscious bias in themselves and others.
- Applies core cultural concepts and inclusive practices relating to their policy work.
- Can appreciate, adapt to and work with others with different backgrounds, experiences, perspectives, values, beliefs, and abilities to develop policy.
- Works in an inclusive and transparent way – in line with the Public Service values, accessibility standards, and the principles of open government.

### 70% on-the-job learning

Consider asking a trusted peer to either test your thinking before you start a piece of work or to review a draft to help identify any bias.

Regularly consult Public Service [Inclusive language](#) guides.

Make a conscious effort to read widely from a range of sources and consider a wide range of experiences and perspectives on your areas of subject matter expertise. When reading through your work, pause and actively reflect on your understanding and approach.

### 20% learning from others

When working on a policy project, review data and evidence collected by colleagues in your agency or across the Public Service – including on age, gender, ethnicity, disability.

Review the list of government agencies in the appendix of the [Guide to Inclusive Community Engagement](#). They can support you and your team to engage with a wide range of groups and organisations.

### 10% formal training

Use [Resources](#) and tools from Diversity Works to help build your awareness of diversity in a New Zealand context and how to be inclusive in your work.