

Unconscious Bias

Length: 1 Day

Summary: Unconscious bias can prevent individuals from making the most objective decisions. They can cause people to overlook great ideas, undermine individual potential, and create a less than ideal work experience for their colleagues. By understanding unconscious bias and overcoming it at critical moments, individuals can make better decisions and build a workforce and workplace that support and encourages diverse perspectives and contributions.

Course Objectives: Upon successful completion of this course, students will leave the course with:

- Knowledge of the business drivers for inclusion and diversity
- Understanding of the meaning of inclusion
- Respect for and willingness to embrace individual differences and diverse perspectives
- Appreciation of the value of the contributions of all employees
- Skills for managing bias in oneself and others

Additionally, students will be able to:

- Understand what is unconscious bias
- Understand/identify causes of unconscious bias
- Understand how unconscious bias is measured
- Recognize/understand how unconscious bias affect the person who holds the bias and unconscious bias affect the attitudes and behaviors of the targeted group
- Address how unconscious bias can be reduced/managed at the individual and organizational level

Who Should Attend? Individual contributors and people managers working in diverse settings.

COURSE CONTENT

- 1: DEFINING UNCONSCIOUS BIAS
- 2: RECOGNIZING THE SCIENCE BEHIND UNCONSCIOUS BIAS
- 3: IDENTIFYING PERSONAL AND BUSINESS REASONS TO TACKLE UNCONSCIOUS BIAS
- 4: UNDERSTANDING ORGANIZATIONAL AND INDIVIDUAL BIASES AND ASSESSING THEIR IMPACT
- 5: IDENTIFYING STRATEGIES TO MINIMIZE THE IMPACT OF BIASES ON KEY BUSINESS AND PEOPLE FUNCTIONS
- 6: CREATING PERSONAL STRATEGIES TO MINIMIZE THE IMPACT OF OUR OWN BIASES