

# UNCONSCIOUS BIAS IN THE WORKPLACE

## AUDIENCE

**IC** Individual Contributors

**FL** Front-Line Leaders

**LL** Leaders of Leaders

## FORMATS

In-Person (2.5 hrs)

Virtual (2 hrs 1 session)

## PRICING

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*We must all acknowledge our unconscious biases, and listen with less bias when those who are marginalized speak out. A lot of change is possible by just acknowledging unconscious bias -that exhaustively documented but unpleasant reality many would rather ignore.*

**Tara Moss**

*Author, UNICEF National Ambassador*

## COURSE OVERVIEW

We all have bias, and our unconscious mind is often more powerful than we may think. And this often has an impact (overt or subtle) on our workplace decisions and relationships.

The good news is that there are ways to identify, disrupt and offset implicit bias on a personal and social level, procedural and systems level, and eventually on a structural level.

This workshop focuses on the implicit attitudes or stereotypes that shape how we engage others and make decisions in the workplace. It provides an understanding of how bias is formed in our unconscious, and specifically focuses on four kinds of unconscious bias in the workplace:



**Affinity bias**



**Confirmation bias**



**Social comparison bias**



**Attribution error**

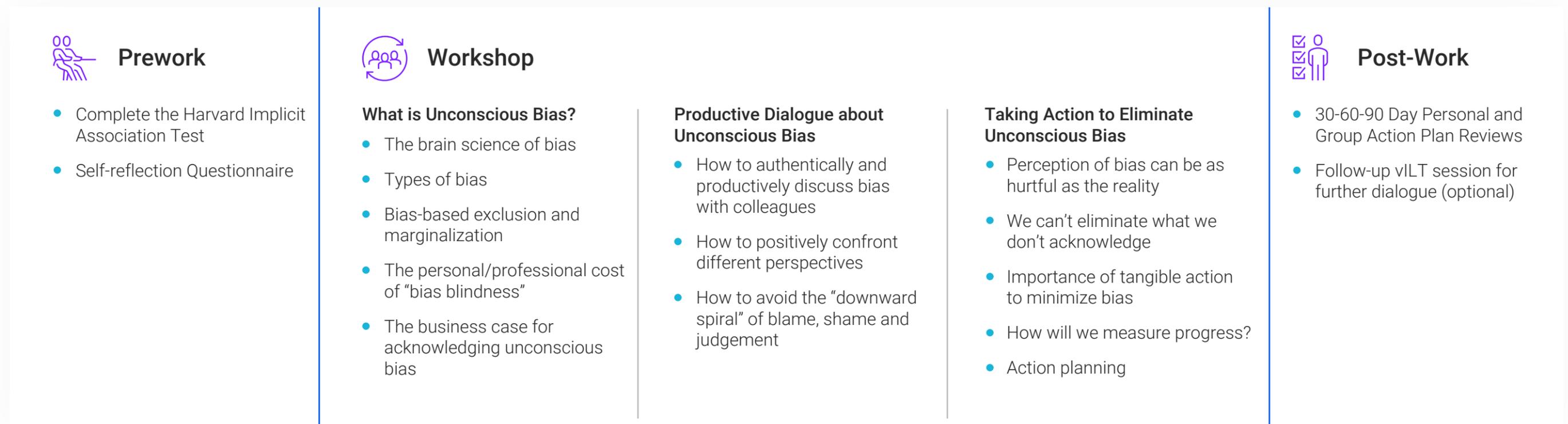
Using the Harvard Implicit Association Test, the workshop facilitates a self-examination of a variety of biases that influence how we interact and behave around various groups of people. This program is focused on raising awareness of unconscious bias and steps individuals can take to prevent biased attitudes and behaviors from interfering with workplace decisions and interactions.

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## BUSINESS IMPACT

- 1 Employees will develop a deeper awareness of unconscious biases and the detrimental impact they can have on business outcomes.
- 2 Employees develop a positive and authentic way to openly discuss perceptions of bias in their workplace.
- 3 Employees feel more comfortable sharing their own perceptions of bias, exclusion and marginalization in the workplace.
- 4 Employees who may have felt marginalized or excluded have an opportunity to feel “seen” and “heard.”
- 5 Authentic dialogue leads to productive action focused on creating an engaging and energising work environment, which drives productivity.
- 6 Engagement and retention of high-potential employees is enhanced when they perceive their work environment to be equitable.

## LEARNING JOURNEY



\* Recommended custom add-ons. \*\* Only applicable to VILT

# UNCONSCIOUS BIAS IN THE WORKPLACE

## LEARNING OBJECTIVES

- Understand the concept of unconscious bias and learn how our brains are “wired” to create bias.
- Develop awareness of different types of unconscious biases.
- Understand how biases can influence workplace decisions and interactions.
- Learn to recognize personal biases and make more informed decisions.
- Develop a positive and constructive language around the topic of unconscious bias to facilitate productive dialogue among work colleagues.
- Explore the relationship between unconscious bias, diversity and inclusion and preventing discrimination.
- Develop greater comfort having authentic conversations with workplace colleagues regarding perceptions of bias and exclusion.
- Understand the importance of proactively acknowledging the potential for bias-based exclusion and marginalization.
- Understand the importance of taking ACTION to eliminate bias-based exclusion and marginalization in the workplace.

## EXPERIENCED FACILITATORS

We can prepare your team to deliver this program, or leverage our global network of experienced facilitators.



### Audrey H.

Audrey is a value-centric soft skills facilitator who focuses on practical tips that improve individual employee effectiveness. She creates a comfortable and collaborative environment in which participants can accelerate their learning and understanding of different points of view. She facilitates frank dialogue among participants and helps them address difficult issues such as bias, exclusion and marginalization, with a focus on creating a work environment that engages everyone.



### Themum C.

Themum is a highly skilled facilitator experienced working with a broad range of employees, with an emphasis on creating workplace cultures of inclusion. Certifications include Stephen Covey, DiSC, DDI, Achieve Global, Certified Coaching Skills Training (Center for Management and Organizational Effectiveness) and Modern Classroom Certified Virtual Trainer.



### Dr. James K.

Dr. James is an accomplished facilitator with more than 20 years of experience. He has earned a PhD in Accounting and Finance, plus 5 master degrees in business administration, digital education, investment and finance, business and higher education research. He provides facilitation, coaching and mentoring for C-suite leaders and experienced managers based in APAC using positive psychology and various assessment tools.