



Discovering Unconscious Bias

Unconscious bias cannot be completely eliminated, but individuals and organizations can change behaviors and modify systems and processes that reinforce and reflect unconscious bias. In this program, participants examine how they make decisions, explore how bias shows up in human behavior and especially the workplace, and learn strategies for mitigating. We reflect on the types of biases that participants may encounter day to day through recruiting and hiring, team dynamics, team conversations, and career development.

This is a highly interactive workshop. Much of the learning comes from participants' cross-table conversation, including their questions, examples, or challenges.

Unconscious bias training by itself is rarely effective in reducing systemic unconscious bias. Sponsoring organizations should consider complementing training with additional diversity and inclusion initiatives in areas such as recruiting, screening, hiring, mentoring, career development and growth.

Target Audience

Anyone who wants to:

- Cultivate a greater awareness of what unconscious bias is, how it works, and why it matters.
- Understand how unconscious bias affects one's choices, behavior, attitudes, and interactions with others.
- Create a greater ongoing self-awareness of one's own unconscious bias.
- Identify and address examples of unconscious bias across the organization.
- Learn and apply strategies and tactics for reducing unconscious bias and its effects, individually and systemically.

Course Objectives

- Open participants' eyes about the blind spots we all hold, and gain an understanding of the impact those blind spots can have on others, our decisions, hiring practices, business relationships, and more.
- Create an awareness of what unconscious bias is and provide examples of how unconscious bias comes into play.
- Brainstorm practical strategies for making it harder for implicit biases to operate within the organization.
- Learn tips, tools, and approaches that can be applied successfully to real-world work lives.



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Course Outline

- Distinctions between stereotypes, explicit bias, and unconscious bias, and how each influences attitudes, behaviors, actions
- Creating a greater self-awareness of one's own unconscious bias
- Understanding where unconscious bias comes from and what we can do about it
- Tools and tips for ongoing learning and reflection
- Exploring the impact unconscious bias has on work life, such as recruiting, interviewing, promoting, career development, mentoring, and acknowledging and recognizing
- Brainstorming ways that individuals and the organization can help reduce the impact of unconscious bias
- Identifying actionable steps participants can take to work with senior leadership to assess and reduce unconscious bias

Pre-Course Work

Virtual Classroom Prework:

- Prework reading assignments
- Implicit association test (IAT) test of participant's choosing (free, online)

Post-Course Work (Optional)

Virtual Roundtable Discussions

- Participants will be invited to participate in at least one virtual roundtable discussion about 2-4 weeks following the workshop to offer reflections on their own unconscious bias at play, share observations of other unconscious bias in action, describe how they have used tips and techniques to reduce unconscious bias and its effects, and report on their progress in taking the steps they committed to during the training session.

Follow-on Coaching

- Follow-on coaching (one-on-one, small groups, virtually) can be made available at any time.