

beating unconscious bias



All staff members and particularly those in decision-making capacities and recruitment



A half-day unconscious bias course gives a powerful introduction. Shorter and full-day options are available



Run at your offices or in a virtual classroom

Few people deliberately set out to treat others unfairly or aim to create a workplace without diversity. It is in fact often the unconscious biases that lead to choices that reduce equity and diversity.

This unconscious bias training course digs into the concept of unconscious bias - our preconceived opinions, stereotypes, and assumptions that we have gathered from our backgrounds and experiences we carry with us. It makes participants aware of their biases and helps them put in place strategies to beat unconscious bias and help to create an inclusive and equitable workplace.

goals

- understand what unconscious bias is
- become aware of our blind spots and shortcut assumptions
- appreciate the benefits of reducing unconscious bias and increasing diversity
- improve decision making through conscious thinking and avoiding snap decisions
- develop ways of addressing unconscious bias
- develop an organisation-specific plan on what can be done to reduce unconscious bias.

EQ
train

In order to create real change, we need to understand unconscious bias as a fundamental social justice issue that gives birth to all kinds of -isms in our society, not some standalone concept that is nice-to-know - Michelle Kim

workshop info

Our facilitator will adapt the content and workshop style to the needs of the group. The following is a half-day program outline (½) which we can combine with other topics to a full-day workshop.

We are happy to tailor topics – please discuss with us.

introduction and workshop overview

Participants will understand the objectives of the course and look back at occasions when they have experienced being a minority.

auto-pilot mode ½

Participants will learn how we naturally operate in auto-pilot mode to make the majority of our decisions unconsciously. They will explore how they can build their emotional intelligence, to change the way they act by the way they think.

tunnel vision ½

The group discuss how a decision-maker with the same point of view will make the same decisions which result in the same outcomes and how this tunnel-view or blind spot, needs to be shifted or expanded for a more balanced and healthy workplace culture.

choosing your tribe ½

Humans naturally gravitate toward an in-group. The group will look at how humans make decision-making easy for themselves by putting people in boxes, even if this is not intentional or meant in an unkind way.

stereotyping and bias ½

We will take participants on a journey around bias, touching on the many types of biases there are and the impact these biases can have.

even smaller than a text message ½

The participants will learn what the term 'micro-message' refers to. Being aware of the negative unspoken behaviour and calling it out can help prevent the damage this subtle discrimination can have on colleagues.

stop, pause and notice ½

This course aims to highlight to the participants, how by building their emotional intelligence, they can monitor their outward behaviour to avoid sending negative micro messages or make unfair decisions.

merit not instinct ½

Rather than making gut decisions or snap decisions, the group will look at how they may need to slow down their thoughts to make decisions in a more rational and objective way, most likely based on merit.

opportunity in diversity ½

The group will learn of scientific studies which highlight the advantages of promoting a diverse mix of people in an organisation, particularly in terms of creativity, innovation and better problem solving.

call it out ½

The group will explore the boundaries of personal safety, assertive communication, reacting with emotional intelligence and 'upstanding' behaviour.

action plan ½

Addressing unconscious bias and evolving to a fully conscious organisation is certainly a work in progress and as part of this course the participants will be encouraged to discuss how their organisation can adjust to help this happen. Participants will make a plan how they can beat unconscious bias in their workplace and personal lives.



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