

# ADDRESSING UNCONSCIOUS BIAS IN YOUR ORGANIZATION

## DESCRIPTION:

When we bring ourselves to work every day, we bring much more than our skills, our passions, and our ambitions. Whether we know they exist or not, biases join us in every space we find ourselves, including the workplace. Bias is not always bad. However, when we unconsciously allow our biases to taint our interactions and our decision-making processes, the consequences can be detrimental.

This workshop will leverage years of well-documented research to help participants define, uncover, and address unconscious bias in its many forms. It will explore the connections between and implications of unconscious bias and other concepts such as stereotypes, microaggressions, and intersectionality. It will offer participants helpful tools, language, and practices as it reinforces the ways in which no one is immune to unconscious bias.

## CENTRAL QUESTIONS:

1. What is unconscious bias? What are the different kinds to be aware of?
2. What are the consequences of unconscious bias? How might something so unconscious have such real consequences?
3. What does unconscious bias look like, where does unconscious bias manifest, and how can we become adept at recognizing it?
4. How can we constructively address unconscious bias in our organizational systems? In our peers at work? In ourselves?
5. What language, mindsets, and approaches can we use to turn our awareness of unconscious bias into a practice of inclusion?

## OBJECTIVES:

*By the end of this session, you will have:*

- Developed an understanding of unconscious bias and some of the different kinds that may impact workplaces
- Examined your own unconscious biases and explored the ways in which everyone harbors unconscious bias
- Gained tools and practices to recognize, surface, and address unconscious bias in your workplace

## DURATION

1.5hrs or 3hrs



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