

Unconscious Bias

ClearCut
IT TRAINING

Duration: 1 day

This course provides a non-judgmental approach aimed at understanding how unconscious bias operates in the workplace. You will find out what unconscious bias is (and is not) and learn how it can undermine organisational goals and strategies. The course will help you recognise examples of unconscious bias and its effect on your business and give you the tools to become more aware and more inclusive.

Who should attend: This course is suitable for anyone, as everyone has biases. We are all prone to jumping conclusions, misjudging people, and favouring some more than others, way more than we ever realise. This course will help delegates minimise the potentially harmful effects of unconscious bias. Delegates will be equipped with a range of tools and skills to do something about unconscious bias in the workplace.

By the end of this training, delegates will:

- Be able to describe what unconscious bias is and how it operates in both individuals and organisations
- Be able to identify possible bias in yourself and others
- Be able to identify biases in your thinking and know how to manage the inappropriate behaviours that those biased attitudes can create
- Be able to implement practical strategies to help you deal with subtle and unconscious bias in the workplace
- Be able to define stereotyping, perceptions, assumptions, attitudes and prejudices and understand how these can operate outside of your conscious awareness
- Be able to describe real life case studies
- Be able to create an action plan to help you remain aware of and challenge unconscious bias at work

Continued

Topics

- What do we mean by Unconscious Bias?
- How to recognise the natural biases that affect us all at work
- How to create a more positive approach to difference and so harness the benefits of diversity
- An exploration of the concept of unconscious bias
- The legal implications of bias in the workplace
- Understanding our own biases
- The business case for diversity and making difference work
- Case studies and examples
- Effecting change within our organisations
- Business and individual goal setting.