



Unconscious Bias

An Innovative Approach to Inclusion

Course Description

This training is designed to provide participants with a hands-on experience of Nobel Prize-winning author Daniel Kahneman's research on fast and slow thinking when dealing with complex social issues at work. Our innovative approach empowers people to act and lead in uncomfortable situations with expanded levels of confidence and empathy.

Participants will leave this learning session with practical approaches to identify hidden biases, notice the impact of unconscious bias on others and expand their capability to disrupt behaviors and actions that exclude vs. include others.

Outcomes:

- You will discover how your thinking and decision-making are often automatic tasks/unconscious biases.
- You will experience how your biases unwittingly impact the actions/conversations that occur in your organization.
- You will discover immediate actions you can take that will leave people with an authentic experience of being included.

Course Outline

- Getting Connected Exercise
- Unconscious Bias: What It Is, How It works and How to Disrupt It (in real-time)
- Neuroscience behind Unconscious Bias
- Thinking Slow vs. Fast
- The Practice of Cultural Humility
- Moving into Action (application of this training back at work)
 - Practicing the 5 Steps for Disrupting Unconscious Bias
 - Calling-In vs. Calling-Out
 - Creating your own Action Plan
 - Recommended Reading & Video Clips