

Unconscious Bias in the Workplace



Creating a Culture of Inclusion and Diversity.

Strong successful organisations are often underpinned by a mix of talented people. It's the diversity of the workplace talent that encourages creative thinking, generates innovation and embraces change.

Yet cohesive diversity has its own challenges – the key one that of unconscious bias. How can we celebrate diversity and the creativity it generates when negativity underpins its advances?

This course addresses the importance of cultural competence, the persistent problem of biases and stereotypes, and the 'how' employers and co-workers have to learn to work together toward the organisation's goals.

'Unconscious Bias and its Effects on Diversity and Inclusion' will discuss how inclusive practices are an essential compliment to diversity in the workplace and define many exclusive behaviours that can serve as a barrier, including harbouring an implicit bias, perpetuating stereotypes, discrimination, and microaggressions.

It will also recommend useful conversational techniques to address biased statements made in the workplace.

Designed for?

- > Applicable for Managers, Team Leaders, HR Professionals, WHS Consultants and others involved with diversity, EEO and the ethical workplace.
- > Anyone looking to understand the principles of Unconscious Bias and its impact in the workplace.
- > An ideal group size is 6 – 15 participants.

Key Learning Outcomes

- ✓ Adopt a functional vocabulary for communicating about diversity and inclusion.
- ✓ Celebrate diversity and use sensitivity and respect when dealing with matters of diversity.
- ✓ Analyse shifting attitudes of the 21st century workplace (and contemporary inclusion initiatives).
- ✓ Identify and limit the harmful effects of personal bias to become a more effective change agent.
- ✓ Identify the mechanisms by which various conversational strategies can be used to immediately confront stereotypes and other discriminatory behaviour.
- ✓ Use a variety of techniques to address biased statements made in the workplace.

Live Face to Face, Virtual or Hybrid



Power Sessions



Half-Day



1-Day



2-Day



Coaching

Contact Us

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