

UNCONSCIOUS BIAS:

Understanding and Overcoming It

Length: 60mins (presentation only), 90mins (includes practical exercises)

Delivery Option: Face-to-Face, Virtual

INTRODUCTION:

Unconscious bias is a term used to describe the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases are often formed based on our experiences and can influence the way we interact with others. While unconscious bias can be harmful, it is also a natural part of being human. In this session, we will explore how to recognize and address unconscious bias in ourselves and others.

Topics to be covered:

- Define unconscious bias and its impact on our decision-making process
- Identify the different types of unconscious bias and how they manifest
- Explore the causes of unconscious bias and how it develops over time
- Provide strategies and tools to recognize and address unconscious bias in the workplace
- Discuss the importance of ongoing self-reflection and self-awareness in overcoming unconscious bias

Practical exercises:

1. The privilege walk: a group activity that helps individuals recognize the different privileges they have in their lives and how it affects their perspective and biases
2. Reflection and journaling: participants will be asked to reflect on a situation where they have been influenced by unconscious bias and how it could have been different if they were more aware of their biases
3. Role-playing: a scenario-based exercise that allows participants to practice recognizing and addressing unconscious bias in a hypothetical workplace scenario.

Conclusion:

By the end of this session, participants will have a better understanding of what unconscious bias is, how it manifests, and how to recognize it in themselves and others. They will also have practical tools and strategies to overcome unconscious bias in their workplace, and an increased awareness of the importance of ongoing self-reflection and self-awareness. The ultimate goal of this session is to create a more inclusive and equitable workplace, where everyone feels valued and heard.

