



UNCONSCIOUS BIAS & MINDFUL INCLUSION

WORKSHOP

Unconscious bias training seeks to motivate individuals to engage controlled mental processes to override automatic tendencies and transfers proven skills for monitoring and overriding bias.

Our SPACE2 Model of Bias Mitigation prompts participants to engage in six evidence-based techniques for managing bias:

1 Slow Down

Being mindful and considered in your responses to others.

2 Perspective-Taking

Actively imagining the thoughts and feelings of others.

3 Challenge Assumptions

Active self-questioning to challenge your assumptions.

4 Cultural Intelligence

Making culturally appropriate attributions.

5 Exemplars

Identifying counter-stereotypical exemplars.

6 Expand

Actively nurturing diverse networks and forming friendships with people from backgrounds different to your own.

Participants also learn when they are most susceptible to bias and how to respond to bias in others.

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CUSTOMISATION

- Individual contributors—minimal decision-making influence on the employee life-cycle. Focus on micro-biases, mindful responding and inclusive group work.
- People managers—high level of decision-making influence across employee life-cycle. Additional focus areas include objective assessment, development and promotion as well as techniques for fostering inclusive work settings from behavioural science (inclusion nudges).
- Leaders—high level of influence over organisational culture. Our Inclusive Leadership Workshop is recommended.

LEARNING OUTCOMES

- Knowledge of the business drivers for inclusion and diversity
- Awareness of the distinction between diversity and inclusion and the relationship between the two
- Knowledge of the four-factor model of inclusion—respect, belong, empower, progress
- Understanding of diversity dimensions and relationship to diversity of thought
- Understanding of the nature, origin and consequences of social bias including stereotypes and affinity bias
- Awareness of bias risk points across the employee lifecycle
- Understanding of micro-biases, including micro-inequities and micro-aggressions
- Awareness of how employees cover and implications for engagement and well-being
- Respect for and willingness to embrace individual differences and diverse perspectives
- Appreciation of the value of all employees
- Willingness to flex management style
- Skills for managing bias in oneself and others
- Skills for eliciting and integrating a diversity of thought and fostering a collaborative culture

APPROACH

Consistent with research on adult learning, we believe that the best learning outcomes result when participants engage holistically with program content. All Include-Empower.Com learning and development programs incorporate experiential learning techniques, including opportunities to reflect on and apply learnings to the real-life challenges facing participants.

For more information regarding our services and capabilities, please contact us +61 2 8292 9481 or info@cultureplusconsulting.com

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