



# 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 fostering inclusive workplaces.

Reducing unconscious bias at work is a critical component of an organisation's efforts to create a diverse and inclusive work setting where all employees contribute fully to work processes.

### WORKSHOP OUTLINE

- Defining diversity and inclusion
- Business drivers
- Defining bias and understanding the difference between explicit vs. implicit/unconscious bias
- Social judgements and categorisations (e.g., first impressions, affinity bias, stereotypes)
- The implications of bias for formal decision-making over the employee life-cycle
- The implications of bias for interpersonal interactions and group dynamics
- The implications for bias for individual performance, professional aspirations, engagement, and wellbeing
- Strategies for mindful inclusion

## CUSTOMISATION

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- Individual contributors—minimal decision-making influence on the employee life-cycle. Focus on everyday bias and inclusive interactions.
- People managers—high level of decision-making influence across employee life-cycle. Additional focus areas include objective selection, assessment, and development as well as techniques for inclusive consultation
- Leaders—high level of influence over organisational culture. Our Inclusive Leadership Program is recommended.

## LEARNING OUTCOMES

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- Understanding of the meaning of and business case for diversity and inclusion
- Awareness of one's own and other's biases and implications for work settings
- Respect for and willingness to embrace individual differences and diverse perspectives
- Appreciation of the value of the contributions of all employees
- Skills for managing bias in oneself and others

Workshop participants leave with a personalised action plan for managing their own and others' unconscious bias.

## PARTICIPANTS

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- Individuals seeking to improve their diversity and inclusion capability and develop skills mindful inclusion

## DELIVERY

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- The recommended length of the workshop is a half-day (3-hours). The workshop may be run face-to-face or delivered virtually over two 90-min modules.

## 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.