

Unconscious bias and the impact it may have on workplace culture



It is now acknowledged that in addition to eradicating discrimination and bias within an organisation it is important to consider the role of unconscious bias on individual behaviours and the impact it is having on your ability to create an open, fair and inclusive workplace culture for all.

This half day awareness building course aims to educate staff and managers so that they can lead by example in the quest to change mind-sets and create a more diverse and inclusive workplace. Before the training we ask those attending to take the [Implicit Association Test](#) to understand more about how bias affects our decision making and spontaneous behaviours.

Course content

- What is 'Unconscious Bias'
- How we are 'wired'
- Identified Biases: The 'Filters' through which we see the world
- Bias and the 9 'Protected Characteristics'
- Unconscious Bias and the decision making process - Some business examples
- Combating the 'Organisational Unconscious'
- 10 strategies for effectively managing workplace bias
- Know thyself' - Steps to greater self-awareness: from 'Unconscious Bias to 'Conscious Choices

Aims

- To gain an understanding of how the work of the organisation relates to the 5 C's Equality Framework
- To gain an overview of the different types of unconscious bias
- To learn the business case for developing good EDI practice
- To consider how our unconscious biases, affect our view of someone's status
- To learn that what we perceive may not be reality
- To understand the impact of allowing biases to run unchecked.

Objective

By the end of the session delegates will have created a range of personal strategies to minimise the impact of personal biases on others in the work place

Your Trainer: Rosalie Ward

Rosalie has worked as a project manager for the Equality and Human Rights Commission responsible for managing a high profile flagship project Working Better - meeting the changing needs of families, workers and employers in the 21st century. She produced high level policy and research reports with name mentions in Westminster and European Parliament.

Rosalie has produced guidance for HR managers on flexible working including interactive website guidance for the Equality and Human Rights Commission.

Rosalie has excellent communication skills and is able to communicate complex strategies, policies and recommendations in an engaging and accessible manner to a range of audiences.

This event has been approved by the Royal Society of Biology for purposes of CPD and can be counted as 9 CPD points.