



Unconscious Bias

Unconscious bias, also referred to as 'Implicit bias', refers to the unintentional stereotypes and judgments (either positive or negative) we all have towards certain groups of people, based on categories such as gender, class, nationality, interests they have and a lot more. The problem with unconscious bias is that it is ingrained and hard-wired in us but we are not even aware that we are affected by it because it is unconscious.

People who may benefit from this course include, for example:

- HR departments who want to understand more about how to avoid unconscious bias in activities such as writing company policies and job ads, dealing with staff grievances, and more.
- Members of staff with managerial and/or supervisory responsibility who hire, develop and mentor other members of staff.
- Any member of staff at any level, to improve the way they relate and deal with colleagues from diverse backgrounds.

Topics That Will Be Covered to Include:

- Discussing what unconscious bias is and where it comes from
- Understanding different types of bias
- Identifying when and how unconscious bias impacts on the workplace
- Discussing how to overcome bias

Learning Objectives:

- Understand & recognize unconscious bias
- Identify the impact of unconscious bias on individuals and organizations
- Develop strategies to deal with unconscious bias

