

Unconscious Bias - How to Mitigate its Impact at Work

Course Code

SSBS174

Duration

1 Day

Format

Classroom | Classroom/Virtual | Virtual

Overview

In an ideal workplace, each member of staff is committed to their own and their team's over-all results. Individual staff members are encouraged to make full use of their talents, know-how and creativity. To achieve this ideal, each one needs to feel fully appreciated for who they are and able to participate equally in the success of the business. Being aware of the impacts of our biases, positive and negative, helps us to achieve this inclusive workplace environment.

Objectives

Gain an understanding of how unconscious bias works, its impacts and how to mitigate against it.

Content

Understanding Bias

- Unconscious Bias – A human instinct or a learned behaviour

Where are my Biases

- Self assessment questionnaire
- Understanding the nature of unconscious bias

The Six Common Workplace Biases

- Recognising biased behaviours
- Strategies to divert bias and its impacts on behaviour

Diversity in Teams

- Equality Versus Equity in teams

Unconscious Bias and Employee Relations

Who Should Attend

This course is suitable for all employees at all levels. It is especially useful for managers, leaders or anyone whose role requires them to make decisions on recruitment, progression and delegation. If you are not actively managing this programme will provide you with invaluable skills to support you in becoming a real asset to your team and employer

Prerequisites

There are no prerequisites for this course.

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- The role of unconscious bias in creating prejudice and discrimination at work.

Inclusive Behaviour

- Using self-awareness to develop and role-model non-biased behaviour at work

Inspiring Workplaces

- Creating a workplace where everyone is safe to be themselves