



Unconscious Bias

Unconscious bias can lead to decisions that unfairly discriminate against individuals and can negatively affect workplace culture, reputation and bottom line. Identifying and reducing unconscious bias improves quality of life, both personal and professional.

This course will give you the information and tools to define and understand unconscious bias, identify potential biases in your personal life and in your workplace, and develop plans to reduce these biases for the benefit of you, your workplace and those with whom you interact.

Course Overview

- Course Overview
- Learning Objectives
- Pre-Assignment
- Pre-Course Assessment

Defining Unconscious Bias

- What is Unconscious Bias?
- Self-Examination of Unconscious Bias
- The Science of BIAS
- Examining Your Schema
- Unconscious Bias and Our World

Addressing Unconscious Bias

- Owning Unconscious Bias
- Five Rs of Reducing Unconscious Bias
- Exploring the Five Rs
- Examining Unconscious Bias

Identifying Personal Unconscious Bias

- Identifying Personal Unconscious Bias
- The Need for Bias
- Touching Bias Today



Reflections

A Roadmap for Learning (and Re-learning)

Finding Our Filters

Exploration

Reducing Personal Unconscious Bias

Creating a Plan

Objectives

Writing Learning Objectives

Identifying Workplace Unconscious Bias

Where to Look

The Interview Activity

New Versus Familiar

Examining Micro-inequities

Reversing the Process

Reducing Workplace Unconscious Bias

Sharing New Information with Adults

Tenets of Adult Education

Other Methods of Addressing Unconscious Bias

Evaluation

Writing the Plan

Creating a Workplace Plan