

COURSE

Unconscious Bias

3rd Edition

Inclusion



Recognize and Prevent Implicit Bias at Work

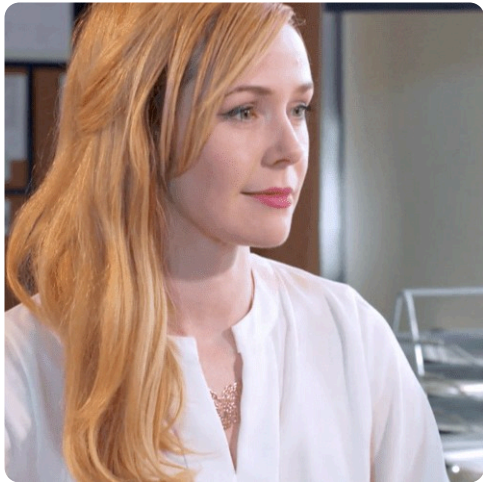
In the workplace, explicit and implicit biases exert their influence on a daily basis. These subtle biases operate unconsciously, aiding in quick decision-making. However, they can wield an unjust impact on our perceptions of others, often without accurate information or proper context. Unconscious biases present significant challenges in recruitment and other pivotal decision-making processes, with consequences ranging from mild to severe. These biases give rise to inequities in the way we perceive and interact with colleagues of different races, ethnicities, genders, sexual orientations, and other characteristics. Unconscious biases have the potential to influence promotions, task assignments, after-hours activities, and various other day-to-day business operations. It is important to base judgments on tangible actions, words, and accomplishments rather than on unconscious assumptions.

Course Description

Gain an in-depth understanding of unconscious bias and its impact on your organization with our online Unconscious Bias training program. Our course helps employees recognize their unconscious biases and how they can lead to biased and discriminatory decisions and behaviors toward others. We equip learners with the tools to make better people decisions, essential for building inclusion in the workplace. This introductory course serves as a baseline measurement for employees' inclusion skills and precedes our inclusion skill-building lessons. Start your journey towards creating a more diverse and inclusive workplace today with our Unconscious Bias training program.

Key Concepts

- How unconscious bias influences our decisions and actions.
- For employees, common examples of behaviors that help some people and hinder others, including how tasks are assigned and who gets heard in meetings.
- For managers, guidance on who gets recruited and hired and who gets recognized and advanced.
- The importance of awareness of different perspectives and empathy for others.
- How to spot mistaken assumptions and missed opportunities in daily interactions.
- Practical strategies to minimize the impact of unconscious bias and how to recognize and set aside old patterns to become more inclusive.
- A new method for **minimizing unconscious bias: The Two Gear Method**, which teaches employees how and when to slow down and use the Big Gear of critical thinking versus allowing fast, intuitive assumptive thinking (Little Gear)



VERSIONS

All Employees (30 min)

WHAT'S COVERED

- [Allyship](#)
- [Bias](#)
- [Implicit Bias](#)
- [Inequality](#)
- [Mansplaining](#)
- [Microaggressions](#)
- [Pattern Matching](#)
- [Prejudice](#)
- [Privilege](#)
- [Stereotype](#)

COURSE EXPERTS

Janine Yancey

Emtrain Founder & Employment Law Expert

Nancy Douyon

Ethics & Culture Expert

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

Lessons
Building Stronger People Decision Skills
Course introduction.
Overview of Unconscious Bias
An introduction to the concept of pattern matching and unconscious bias. What are they — and do they influence our decision-making and the way get along with co-workers, clients, and customers?
The Negatives of Pattern Matching
How unconscious bias can skew our perceptions and decisions - and lead to challenges for people and our organization.
Microaggressions
What are microaggressions and how can unconscious bias lead to words and actions that others find awkward, disrespectful or offensive?
Tools to Minimize Unconscious Bias
A practical approach to making decisions that minimize the impact of unconscious bias.
Who Does More Tasks?
Unconscious bias can influence who on the team is assigned the mundane "support tasks." And that can influence who is valued, perceived as contributors or unfairly burdened. How it happens and practical suggestions to avoid problems.
Who Gets Heard in Meetings?
Unconscious bias can influence who gets heard in meetings - and who is perceived as a leader and contributor. How it happens and practical suggestions to avoid problems.

Who Gets Recruited and Hired?
Unconscious bias can influence who gets interviewed, how we evaluate candidates and who gets hired. How this happens and practical suggestions to avoid problems.
Who Gets Ahead?
Unconscious bias can influence how team member performance is valued and evaluated. How this happens and practical suggestions to avoid problems.
Managing Unconscious Bias
Share your thoughts and what you can do to minimize the impact of pattern matching and unconscious bias in our workplace.
Provide Your Feedback
A post-program survey on the learning experience.