

IMPLICIT BIAS



Implicit Bias / Unconscious Bias – we've all heard the term. But what does it mean? Why is it important for me, my colleagues, my organisation to understand? The human brain is bombarded with an ever-increasing volume of information and our conscious mind is only capable of processing a tiny fraction (perhaps as low as 0.000004%!) of it at any given time. To make sense of the noise, our brains categorise the world around us. This automatic processing enables us to know what to expect and how to react around certain objects. It also means we automatically categorise others human beings.

The problem is that our brains have created patterns of recognition to deal with all the data provided to us through our senses and these patterns are connected with our life experience and can be our downfall. Our structured, unconscious bias prevents us from hearing and considering diverse points of view, connecting with a diverse set of individuals or understanding a diverse clientbase.

So we need to understand our bias, recognise its impact and develop strategies for mitigating against it.



IMPLICIT BIAS

CATCH IT.
CALL IT.
CHANGE IT.

IMPLICIT BIAS TRAINING FOR LEADERS.

The ideal group for effective learning is 8-12 persons.

Larger groups work well for generating awareness of and an introduction to the topic but lessen the ability to interact and actively participate.

Therefore, limiting the efficacy of the program and not providing the participants with the reflective learning and tangible take-aways.

Both have equal drawbacks and benefits, the one perfect for your organisation can be identified inside a free consultation.

The goals for this program are:

- **Understand** what is unconscious bias (and reclassify it as implicit/sub-conscious bias), what impact it plays in the workplace and why it is important for leaders to recognise and adapt the subtle filters that they bring to work;
- **Identify** the critical areas where bias plays a significant role (recruitment, performance assessment, talent development, governance, language, networking) to uncover the business case for the awareness and management of bias as a route towards Inclusion & Belonging;
- **Leverage** pre-work and active participation on the day to augment self-awareness; Utilise a variety of techniques (short cycle consulting, mind-mapping, role play, videos) to illustrate the theory and practice in a relaxed environment;
- **Come away with practical** and personalised action plans; to Underpin your organisation's commitment to Inclusion so as to harness the power of human difference by creating an inclusive environment where every employee can thrive.