



# Unconscious Bias

The Foundation to Building Critical Self-Awareness

Uncover potential bias and apply tools that contribute toward an **inclusive culture**.

Through our research, we've identified an inclusive mindset as critical to fostering an environment of growth and innovation. Yet this same research identified awareness of personal unconscious bias as the biggest obstacle to having an inclusive mindset and demonstrating the actions of inclusivity.

## The Experience

Organizational performance and personal satisfaction are improved when employees work in an environment that values inclusivity. The more individuals are a part of inclusive environments where they feel proud and safe to bring their whole selves to their jobs, the more they will speak up and contribute new ideas.

The first step in adopting an inclusive mindset is to understand and combat your own personal, unconscious bias so you can lead, and be a part of, an inclusive team.

GP Strategies® applied what we learned through our research and designed Unconscious Bias. In this program, learners build critical self-awareness by uncovering potential blind bias, learn practical, easy-to-apply tools that combat bias, and create an action plan to sustain bias awareness across the organization.

Shifting our mindsets and creating awareness around personal bias can be difficult and vulnerable work. Our approach allows for growth to occur by first creating connection and then allowing learners multiple opportunities to assess, reflect, and share. In addition, we encourage open and honest storytelling to build that rapport and connection quickly.

## Program Objectives:

- Determine the role and value of inclusion at your organization.
- Evaluate the impact of bias at the individual, team, and organizational level.
- Increase self-awareness of bias within yourself and how you experience bias.
- Implement tools to address bias through practice and long-term learning enablement.

### Prework:

The Unconscious Inclusion Model, a foundational model of behavior and being, is introduced with an opportunity for high-level reflection and application to learning throughout the session.

Unconscious Bias starts with an interactive pdf that walks participants through the Implicit Association Test (IAT) and asks reflection questions based on the results. Learners are encouraged to complete two association tests on gender and race.

### Postwork:

Our program extends beyond the workshop to help individuals sustain their self awareness and encourage conversations about inclusion. We provide a post-session enablement toolkit that allow for opportunities to implement learning and action beyond the session, including additional research opportunities, conversation planning, and expanded bias discovery.

**Duration** | This course is available in a 3-hour virtual agenda.

**Target Audience** | Individual contributors to senior leaders.

**Class Size** | This course is designed for up to 20 participants.

- • • Offer your leaders the opportunity to **increase awareness and maximize skills** to create a culture of inclusivity.

For more information about **Unconscious Bias Program**, please visit [www.gpstrategies.com](http://www.gpstrategies.com)



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