



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

Organisational 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 programme, 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 organisation.

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.

Programme Objectives:

- Determine the role and value of inclusion at your organisation.
- Evaluate the impact of bias at the individual, team, and organisational 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:

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

Postwork:

Our programme extends beyond the workshop to help individuals sustain their self-awareness and encourage conversations about inclusion. We provide two post-session enablement toolkits that allow for opportunities to implement learning and action beyond the session, including checklists, conversation planning, and tool and model practice. The toolkit also offers insight into microaggressions as a segue to the next part of the overall Diversity, Equity, and Inclusion learning journey.

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 maximise skills** to create a culture of inclusivity.

For more information about **Unconscious Bias Programme**, please visit www.gpstrategies.com/uk



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