



Equality &  
Diversity UK

*Training • Resources • Network*

# Unconscious Bias Training Course

<https://equalityanddiversity.co.uk/unconscious-bias-training-course>

This course provides a non-judgmental approach aimed at understanding how unconscious bias operates in the workplace. You will find out what unconscious bias is (and is not) and learn how it can undermine organisational goals and strategies.

The course will offer you the opportunity to increase self-awareness, learn new information and get up to speed with the latest research.

We will explore the Implicit Association Test and identify actions to promote equality, tackle all forms of discrimination and foster good relationships between diverse groups of people. You will gain the skills to begin to address individual and organisational biases with confidence.

## Outline and Overview

This course explains how we can overcome our unconscious biases to improve decision making and professional relationships, and to create more open, inclusive and effective organisations. Using examples and interactive exercises, the course takes a straightforward look at one of the most important current issues in diversity management.

- What do we mean by Unconscious Bias?
- How to recognise the natural biases that affect us all at work
- How to create a more positive approach to difference and so harness the benefits of diversity

This one-day training course provides an informative and interactive session to help delegates understand the impact of unconscious bias on their working lives and become more aware, less biased and more inclusive.

## Why is it important?

Unconscious or unintentional bias is widespread in the workplace and usually unrecognised. It is often based on outdated and irrational assumptions about the roles of BAME people, people with disabilities, men and women, peoples' ages, sexuality, religion/belief at work.

It may manifest itself in language, behaviour and decisions that inhibit the recruitment and progression of skilled individuals. It usually means businesses are not acting in their own best interests by failing to make the most of all available talent.

## Who should attend?

This course is suitable for all, as everyone has biases. We are all prone to jumping to conclusions, misjudging people and favouring some more than others, way more than we ever realise.

This course will help delegates minimise the potentially harmful effects of unconscious bias. Delegates will be equipped with a range of tools and skills to do something about unconscious bias in the workplace

[www.equalityanddiversity.co.uk](http://www.equalityanddiversity.co.uk)

## The Approach

The course will help you recognise examples of unconscious bias and its effect on your business and give you the tools to become more aware and more inclusive. We will provide you with statistics, insights, tips and guidance.

We will facilitate discussion to inform your policies, processes, procedures, practice and business planning, so that you leave the course with ideas and practical actions points for eliminating bias.

Topics covered will include

- An exploration of the concept of unconscious bias
- The legal implications of bias in the workplace
- Understanding our own biases
- The business case for diversity and making difference work
- Case studies and examples
- Effecting change within our organisations
- Business and individual goal setting.

Delegates will be invited to take part in activities

- Before the session; you will be asked to take the online Implicit Association Test and to contribute examples of biases you have noticed in your own everyday lives.
- During the training, you will take part in guided discussion on various issues related to unconscious bias and practical activities (group and individual) to illustrate key points.
- After the session, you will identify personal learning/action points and aim to achieve them in your workplace.

Additional content, examples and activities can be used to customise this session. our development team will discuss this with you prior to delivery to ensure the best fit for you/your organisation.

## Proposed Outcomes

By the end of the training delegates will:

- Be able to describe what unconscious bias is, be able to identify possible bias in yourself and others and understand how it operates in both individuals and organisations
- Be able to identify biases in your thinking and know how to manage the inappropriate behaviours that those biased attitudes can create
- Be able to implement practical strategies to help you deal with subtle and unconscious bias in the workplace
- Be able to define stereotyping, perceptions, assumptions, attitudes and prejudices and understand how these can operate outside of your conscious awareness
- Be able to create an action plan to help you remain aware of and challenge unconscious bias at work

Please see our Costs and Agreement ([www.eduk.uk/docs/eduk-costs-and-agreement.pdf](http://www.eduk.uk/docs/eduk-costs-and-agreement.pdf))

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