

Fighting Unconscious Bias

Program Outline



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Unconscious bias, those hidden prejudices we all possess, can have a significant impact on our workplaces. It can influence hiring decisions, team dynamics, employee morale, innovation and ultimately overall organizational success.

Understanding the Impact

Unconscious bias has far-reaching consequences:

- ▶ **Talent Acquisition:** Limits the pool of qualified candidates, leading to missed opportunities.
- ▶ **Employee Development:** Hinders career progression for underrepresented groups.
- ▶ **Team Dynamics:** Creates a hostile environment for marginalized employees.
- ▶ **Company Reputation:** Damages brand image and attracts negative publicity.
- ▶ **Financial Performance:** Reduces innovation, productivity, and overall profitability.

Building an Inclusive Culture

To overcome unconscious bias, organizations must:

- ▶ **Educate:** Provide comprehensive training to raise awareness.
- ▶ **Diversify:** Create inclusive hiring and promotion practices.
- ▶ **Mentor:** Support underrepresented employees through mentorship programs.
- ▶ **Measure:** Track progress and hold leaders accountable.
- ▶ **Sustain:** Foster a culture of continuous learning and improvement.

Dismantle these invisible barriers and create a workplace where everyone feels valued, respected, and empowered to contribute their best. By understanding and addressing unconscious bias, you become a champion for equity, diversity, and inclusion.

Objectives

- ▶ Understand the impact of unconscious bias on the workplace
- ▶ Identify the different types of biases and how they manifest in the workplace
- ▶ Learn practical techniques to reduce bias in everyday interactions and decision-making
- ▶ Practical steps to create a more inclusive work environment
- ▶ Tools and metrics for assessing the effectiveness of your D&I initiatives

Course Module

The gamified unconscious bias activity is an eye-opening and interactive session designed to bring awareness to prevalent unconscious biases that exist in our daily lives. Built on an engaging storyline set in a small town in the foothills of the Himalayas, where the participants take a much-needed vacation. As they step into a charming restaurant, they encounter a young gentleman who seems to be the manager. However, something feels off. The menu card holds mysterious clues that prompt them to explore hidden biases. Throughout the challenge, the participants will be presented with thought-provoking scenarios and puzzles that shed light on unconscious biases and their impact on our decision-making.

As they progress, they'll gain a deeper understanding of how biases can shape perceptions and behaviors. The engaging storyline will keep them hooked while allowing them to reflect on their own biases.

This activity challenges assumptions, broadens perspective ensuring the participants become more inclusive.

Some of the biases covered in the activity are:

- Recency bias
- First impression bias
- Stereotype bias
- Affinity bias
- Halo and Horn effect
- Proximity bias

