

BIAS

UNCONSCIOUS BIAS: UNPLUGGED

Unconscious bias is a topic currently demanding the attention of many diversity and HR leaders. But how can a focus on it deliver the leadership behavioural change needed to support greater diversity and inclusion? What diversity and inclusion outcomes can organisations expect to achieve? This knowledge program deconstructs the phenomenon that is workplace unconscious bias and helps you make the most of a focus on it for diversity and inclusion purposes.

Designed to debunk the myths around unconscious bias and to understand what can be done in a workplace to ensure that biases (conscious or unconscious) which may contribute to a lack of diversity and inclusion are neutralised, the program focuses on the importance of identifying bias in an exact and scientific way with a focus on individual development.

WHO SHOULD ATTEND:

- Diversity and HR practitioners, senior business leaders and line managers

LEARNING OBJECTIVES/OUTCOMES INCLUDE:

- An understanding of what unconscious bias is and what it isn't
- An appreciation of the science behind measuring an individual's cognitive responses that denote bias
- Exploring the investment an organisation would need to make to support individuals to identify their biases, and work on personal development to minimise them
- A healthy level of scepticism at viewing the implementation of an unconscious bias program as a 'silver bullet'
- How unconscious bias fits into a broader diversity and inclusion agenda
- Take-away suggestions to support individuals to minimise negative biases.

Format

This program is delivered over one hour at your organisation by experienced DCA staff.

Fees (incl. GST)

\$1,870 per session for DCA members.

\$2,700 per session for non-members.

All prices are inclusive of a 10% administration fee.

Facilitators

- Lisa Annese
Chief Executive Officer
- Andrew Maxwell
Knowledge and Development Program Manager