

# UNCONSCIOUS BIAS

## Understanding unconscious bias and how to counter it

This program looks at the meaning of unconscious bias, and the importance of addressing it.

Designed to help participants 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.

This program focuses on the importance of identifying bias in an exact and scientific way with a focus on individual development.

## CONTENTS

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes; and end with time for Q&A.

### Part 1: Introduction to D&I

- What are diversity, inclusion and intersectionality?
- Social and professional identities
- The four essential elements of inclusion
- The case for D&I, and why it matters – What DCA research says

### Part 2: Understanding unconscious bias and its impact

- Introduction to the concept of unconscious bias
- Exploring types of biases such as gender and cultural bias.
- Consequences of different types of bias
- Interactive exercises to give attendees an understanding of the concepts.

### Part 3: Countering bias

- Tips for Disrupting Bias
- The Concept of 'Nudging' to counter bias
- Examples of 'Nudges' that worked.

### Interactive activities

Also includes video + de-brief, group discussion and a self-reflection activities.

**CONTINUED >**

# UNCONSCIOUS BIAS

## LEARNER PROFILE

This program is suitable for employees any organisation and organisational level, regardless of prior subject knowledge.

## FACILITATORS

Experienced DCA Facilitators deliver this program face-to-face or online.  
[View our current panel.](#)

## PRICING AND FORMAT

### DCA Member rates (incl. GST):

| Delivery Method | Program duration | Price (max of 30 participants) |
|-----------------|------------------|--------------------------------|
| Face-to-Face    | 90 mins          | \$3,000                        |
| Virtual         | 90 mins          | \$2,500                        |

### Non-Member rates (incl. GST):

| Delivery Method | Program duration | Price (max of 30 participants) |
|-----------------|------------------|--------------------------------|
| Face-to-Face    | 90 mins          | \$4,500                        |
| Virtual         | 90 mins          | \$4,000                        |

To encourage maximum learner participation, we recommend limiting groups to no more than 30 per program. Up to 10 extra employees can attend, however, this incurs an additional participant surcharge of \$500.00 incl. GST per program.

## NEXT STEPS

**To send through an expression of interest:** Please complete our [program EOI form](#). Alternatively, email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

**To proceed with the booking process:** Please contact DCA's Knowledge Program Team – email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

## PROGRAM FAQs

See our DCA [Knowledge Program FAQs page](#) for more information.