

UNCONSCIOUS BIAS AND ITS IMPACT AT THE WORKPLACE

In today's diverse workplace issues around unconscious bias are becoming an important feature in professional development and workplace behavior. Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases, be they conscious or unconscious, may be held by an individual, group, or institution and can have negative or positive consequences.

This program considers how forms of bias are reflected in our own prejudicial, stereotypical, and assumptive beliefs structures that can have a detrimental effect on our workplaces. Information on where bias comes from, a review of the nine types of unconscious bias, a review of the bias process, and how diversity can be valued in a way that precludes those conscious or unconscious beliefs about various social and identity groups that can degrade the workplace and, being aware of our biases, we can train ourselves to think differently and subsequently change our actions.

Agenda

- Unconscious Bias Overview
- Penn's Policy on Nondiscrimination
- A Review of Nine Types of Unconscious Bias
- Understanding the Bias Process
- A Review on Valuing Diversity

Objectives

- Understand forms of conscious and unconscious bias and its impact on the workplace.
- Understand how all forms of bias affects our actions and decision-making processes.
- Understand the nine types of unconscious bias.
- Understand the six steps that make up the bias process in our workplace behaviors.

Unconscious bias then is reflected in our prejudices and stereotypes that are deeply seated within us, as a result of our socialization. This training program is designed to provide participants with the understanding that once we ascertain where our biases lie and that once we are aware of our biases, we can train ourselves to think differently and subsequently change our actions, therefore creating a more inclusive and welcoming work environment.

This program can be customized to conform to any specific need.