

UNCONSCIOUS BIAS

How hidden stereotypes affect your decision making

What is Unconscious Bias Training?

Unconscious Bias Training is designed to help you recognise and manage the hidden assumptions and stereotypes that shape your decisions, interactions, and workplace culture. This session is for anyone who wants to build a fairer, more inclusive, and high-performing team.

Why Attend?

Unconscious bias is part of being human—but it doesn't have to drive your decisions. This training will help you:

- Promote diversity and inclusion
- Reduce discrimination
- Enhance decision-making
- Improve team dynamics
- Increase cultural competence
- Mitigate risk and ensure compliance
- Strengthen your organisation's reputation

What Will You Experience?

Interactive activities:

Participate in activities that highlight the range of experiences and perspectives in the room. Reflect on how assumptions form and how they can influence your thinking.

Real-world scenarios:

Explore examples and case studies that reveal how unconscious bias can impact recruitment, leadership, and team dynamics. Discuss how groupthink, affinity bias, and other common biases show up in everyday decisions.

Self-reflection:

Learn about the science behind unconscious bias, including how your brain processes information and why we gravitate toward people who are "like us." Take time to reflect on your own patterns and how they might affect your interactions.

Best practice strategies:

Discover practical tips for reducing bias in the workplace, such as slowing down decision-making, diversifying panels, using structured interviews, and creating safe feedback channels.

Tools for awareness:

Get introduced to the Harvard Implicit Association Test (IAT) and other resources to help you identify and reflect on your own biases.

What Will You Take Away?

- **Awareness** of how unconscious bias operates in yourself and others
- **Strategies** to reduce bias and promote inclusion in your team
- **Confidence** to challenge assumptions and foster psychological safety

Who Should Attend?

- Leaders, managers, and supervisors
- HR professionals
- Anyone who wants to build a more inclusive workplace