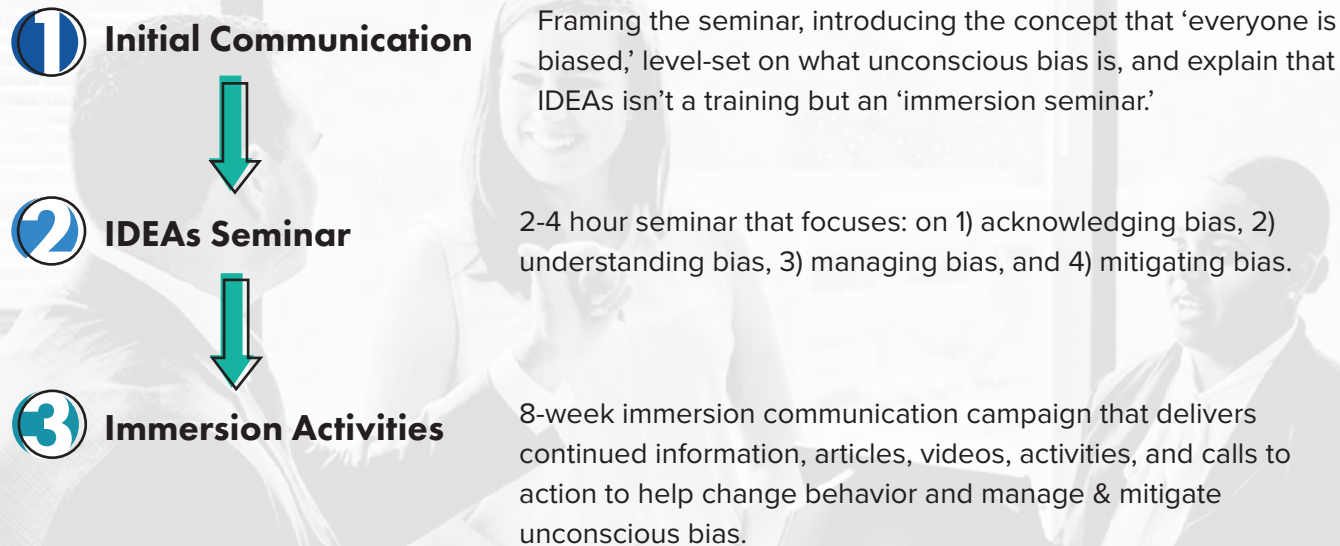


# IDEAS SEMINAR 1.0

## UNBIASING THE WORKPLACE

Everyone has biases, and that's ok! The goal of this session is to better understand the science behind bias, how we are naturally wired to fear differences and how we can recognize and manage our biases, particularly in the workplace.

### SEMINAR STRUCTURE:



### WHY THE FORMAT?

- Engage in multiple learning styles (audio, visual, kinesthetic, logical, etc.)
- Facilitate a bi-directional conversation, rather than a 'top-down' training.
- Promote empathy through hearing one another's thoughts and experiences.
- Studies show traditional 'Diversity Training' doesn't work, but conversation based in empathy does.
- Reduce unconscious bias through behavior changes - (which requires time, reminders, and repetition.)

### SEMINAR GOALS



#### INFORM

Make participants aware that everyone has unconscious bias, explain the science behind bias, and how diversity and bias reduction is good for business.



#### DISCUSS

Facilitate an open conversation about how unconscious bias comes into play in how we make decisions & ways that we can mitigate bias through safe and open dialogue.



#### ENGAGE

Begin a discussion about how bias affects each and everyone one of us, and to promote empathy in our decision making and promote equality in how we attract, recruit, retain, and reward.



#### ACTION

Ideate calls to action to help reduce the negative impacts of unconscious bias inside and outside of the workplace and have every participant commit to one action that can do to reduce bias.