



UNCONSCIOUS BIAS

Understanding Bias to Unleash Potential™

LIVE WORK-SESSION TIMED OUTLINE

| SECTION | LEARNING OUTCOMES—After the work session, participants will be able to: |
|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| INTRODUCTION 8:30 a.m.–9:45 a.m. (1 hour 15 minutes) | <ul style="list-style-type: none"> Describe what bias is and the impact it has on performance for individuals and organizations. Identify the impact of bias in their personal and professional lives. |
| IDENTIFY BIAS 9:45 a.m.–10:25 a.m. (40 minutes) | <ul style="list-style-type: none"> Recognize how personal identity influences, and is influenced by, biases. |
| BREAK 10:25 a.m.–10:40 a.m. (15 minutes) | |
| IDENTIFY BIAS, CONTINUED 10:40 a.m.–11:40 a.m. (60 minutes) | <ul style="list-style-type: none"> Describe three common circumstances that cause the brain to take shortcuts. Recognize common biases that show up in everyday situations and how they might hinder performance. Commit to actions to notice biases that impact everyday decisions and behaviors. |
| CULTIVATE CONNECTION 11:40 a.m.–12:30 p.m. (50 minutes) | <ul style="list-style-type: none"> Recognize how one of the most prevalent biases, In-Group Bias, significantly impacts how we relate to one another. Describe how empathy and curiosity work together to cultivate connection so we can see past bias and value one another. |
| LUNCH 12:30 p.m.–1:30 p.m. (60 minutes) | |
| CULTIVATE CONNECTION, CONTINUED 1:30 p.m.–2:20 p.m. (50 minutes) | <ul style="list-style-type: none"> Practice using empathy and curiosity to surface and explore bias. Conduct a professional-network audit. Commit to actions that increase understanding of different points of view and their value. |
| BREAK 2:20 p.m.–2:35 p.m. (15 minutes) | |
| CHOOSE COURAGE 2:35 p.m.–4:30 p.m. (1 hour 55 minutes) | <ul style="list-style-type: none"> Practice courage skills around identifying and coping with bias, as well as being an ally and/or advocating to mitigate bias. Practice applying courage skills to everyday bias situations at work. Commit to actions that address the biases that limit individual performance and the performance of others. |