



# CCDI Consulting Inc. Consultation CCDI, Inc.

## Instructor Led Training Overview

### Unconscious Bias (2 hours)

#### Description

This program tackles one of the most pervasive barriers to inclusion in the workplace: unconscious bias. By leveraging the experience of participants through discussions and group activities, we explore the sources and mechanics of bias as well as its impact in the workplace. We then provide participants strategies that they can use to increase awareness and mitigate the impact of bias in the workplace.

#### Primary learning outcomes

By the end of the session, participants will be able to:

- » Differentiate bias, stereotype, prejudice, and discrimination.
- » Evaluate their reliable sources of bias.
- » Reflect on their biases.
- » Recognize workplace behaviours and decisions that bias may influence.
- » Apply strategies to manage the effects of unconscious bias in the workplace.

#### Targeted audience

From employees to managers to senior leaders and executives, our learning program adapts to the audience.

#### Agenda

- » Definition of terminology
- » Brain science and bias
- » The impact of bias: discrimination and microaggressions
- » Strategies to manage bias
- » Q&A and conclusion

#### Additional resources available

- » Explore the [website of the Canadian Centre for Diversity and Inclusion \(CCDI\)](#) for resources and insights on unconscious bias.
- » Take the [Implicit Association Test](#) online to measure your unconscious attitudes towards certain groups of people.
- » Read [Confirmation Bias and the Power of Disconfirming Evidence](#) by Farnam Street Media.