

Unconscious Bias:



Breaking Down Barriers Through Awareness

We all have prejudices we are not even aware we have. Buried prejudice and biases are surprisingly influential underpinnings to all the decisions we make, affecting our feelings and consequently our actions. This phenomenon is called *unconscious bias*. The concept of unconscious bias or “hidden bias” has come into the forefront because the dynamics of diversity are changing. In today’s workplace, as well as in life, it is important to understand our biases in order to overcome them. Our willingness to examine the filters through which we view and interpret ourselves and others is an important step in understanding the roots of stereotypes and prejudice that exist in our society and in our workplaces.

8:30 AM – 4:30 PM
Investment: \$125.00

This course addresses the competencies of *Perceptiveness* and *Team Work*

During this 1-day program, participants will:

- Learn the business case for diversity and inclusiveness and managing unconscious bias
- Understand the purpose of bias; and define the term bias as it pertains to diversity.
- Raise awareness of the research behind unconscious bias
- Understand the filters through which they view and interpret themselves and others
- Appreciate how unconscious bias can adversely affect judgment and decision making
- Understand how unconscious bias is expressed through subtle but harmful behaviors known as micro-inequities
- Identify steps for controlling biases in their thinking



Presenter:
Loretta Summers

Noted for her enthusiasm, passion and humor, Loretta Summers combines energy and real-world experiences to facilitate personal and organizational change. With expertise in the areas of diversity, human resources management, leadership and management development, and conflict management, Loretta facilitates seminars to help individuals and organizations align their potential for success. Loretta possesses more than 40 years of progressive human resources experience in union and nonunion environments. She has an M.B.A. and is certified as a Senior Professional in Human Resources and SHRM-SCP. Loretta is a member of the Society of Human Resource Management (SHRM), SHRM of Greater Kansas City, and the American Society for Training and Development.