

UNCONSCIOUS BIAS

COURSE CONTENT OVERVIEW

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This Unconscious Bias training course teaches you the skills that you need to control your unconscious bias. It explains the types of unconscious bias, how it can present itself in everyday life and workplace contexts, and how to recognise when it's present. It gives you the knowledge and skills you need to overcome your unconscious biases.

Module One: What is Unconscious Bias?

This module explains what unconscious bias is, where it stems from, and the different common types of bias.

- What is unconscious bias?
- Types of unconscious bias
- Positive bias

Module Two: Unconscious Bias at Work

This module outlines the effects of unconscious bias in the workplace and the different contexts that it may present itself in.

- The impact of unconscious bias
- Hiring and recruitment
- Performance evaluations
- Promotions and opportunities

Module Three: How to Overcome Unconscious Bias

This module gives you the skills you need to recognise unconscious bias and overcome it.

- Benefits of diversity
- Controlling unconscious bias
- Identifying unconscious bias
- Steps to overcome bias
- Combating your bias
- Case studies

Aims of the Training

By the end of this course, learners will:

- Understand the difference between unconscious bias, prejudice and stereotyping, and understand the different types of bias.
- Be aware of the impact unconscious bias can have on the workplace, from recruitment to job progression and marketing.
- Develop the skills needed to overcome unconscious bias by understanding how to consciously make changes and break old habits.