

## AMA-8802: Finding Common Ground: How To Overcome Unconscious Bias

Course Code: 8802

Duration: 1 days

Instructor-led Training (ILT) | Virtual Instructor-led Training (VILT)

### OVERVIEW

Biases play out in the workplace through micro-messaging, micro-aggression and micro-inequities—subtle behaviors that generally go unnoticed—and therefore result in the exact opposite of inclusion. People become marginalized, are not listened to or valued, and can miss out on opportunities to be heard and to advance their career.

Through awareness-building discussions and activities, role-plays and unconscious bias case studies, this course will help you better understand bias and discover practical strategies that can help you and your colleagues avoid bias and leverage the power of a more positive, inclusive work environment.

### SKILLS COVERED

After taking this course, you should be able to:

- Define Bias and Its Implications
- Develop Strategies to Avoid and Overcome Bias
- Identify the Characteristics and Strategies of an Ally
- Develop an Action Plan to Become a More Effective Ally

### WHO SHOULD ATTEND?

All business professionals who need to be aware of unconscious bias and its negative impact, and who wish to implement strategies to overcome

it and work toward a more inclusive environment.

### PREREQUISITES

While there are no direct pre-requisites, here are some of the benefits realized of this training:

- Define unconscious bias and its implications
- Differentiate between unconscious, complicit and implicit bias
- Develop strategies to avoid and overcome bias
- Use communication techniques to be seen as an ally

### MODULES

#### Module 1: Defining Bias

- Recognize How Bias Affects All of Our Interactions with Others
- Define Different Types of Bias

#### Module 2: Understanding Bias

- Understand How Our Brains Process Information and How Biases Are Created
- Differentiate Between Learned and “Unconscious Bias”

#### Module 3: Overcoming Bias

- Understand the Impact of Micro-Messaging
- Differentiate Between Unconscious Bias and Stereotypes

#### Module 4: Understanding Allies

- Define Types of Allies and Their Importance

- Understand Ally Characteristics and Behaviors

**Module 5: Becoming an Ally**

- Understand the Process to Become an Ally

**Module 6: Action Planning**

- Develop a Practical Personal Action Plan
- Implement Your Personal Action Plan

**END OF PAGE**