

# Managing and Mitigating Bias in the Workplace

## Overview

The aim of this 3-hour course is to help individuals in organisations develop a more in-depth understanding of various forms of bias and its impact on decision-making processes such as recruitment, retention and progression. Through an innovative and engaging workshop we will identify solutions and processes that will manage and mitigate bias and enable staff to become change agents.

## This interactive workshop will:

- Prepare decision-makers to manage and mitigate the risk of bias affecting the outcome of the decision-making they are involved in
- Enable participants to identify the relevant aspects of conscious bias, unconscious bias and structural bias which are possibly at play
- Signpost for participants specific approaches, methods and processes that can be used to manage and mitigate the relevant aspects of conscious, unconscious and structural bias

## Learning Outcomes

- Pre-course Implicit Association Test (IAT)
- The impact of structural, conscious and unconscious bias
- ↑ Managing and mitigating bias
- ↑ Organisational strategies for increasing equity
- Equality, Diversity and Inclusion change agent
- Call to action