

## ***Unconscious Bias***

**Trainer:** Angela Goldberg, [Challenge Consultancy Ltd](#)

**Duration:** 3 hours

### **Who is it for?**

For staff who make decisions about/assessments of other staff or students as part of their role, e.g. recruitment of staff and students, assessments of students, assessments of individuals' research proposals, recommendations for promotions/bonuses.

### **What participants can expect to learn?**

Unconscious bias refers to the biases we hold that are not under our conscious control. Research shows that these biases can adversely affect key decisions in the workplace. The session will enable you to work towards reducing the effects of unconscious bias for yourself and within your organisation.

Using examples that you will be able to relate to, we help you to explore the link between implicit bias and the impact on others.

### **Course aim**

The overall aim of the session is to provide participants with an understanding of the nature of unconscious bias and how it impacts individual and group attitudes, behaviours and decision-making processes.

### **Course objectives**

By the end of the seminar participants will be able to:

- explain the source and function of unconscious bias
- recognise how unconscious bias impacts on decision-making and relationships in the organisation
- develop strategies and techniques for reducing personal unconscious bias, as well as the unconscious bias that manifests in teams and across the organisation
- develop a strategy for individual action.