



## Implicit Bias Workshop

### Audience:

Anyone interested in better understanding the implicit bias that lives in all of us, while learning techniques to counterbalance that bias.

### Objectives:

Participants will:

1. Contrast and clarify their unique contributions with the unique contributions of others.
2. Break down how perceptions create their perspective and the “reality” they experience.
3. Illustrate the differences between equality, equity and justice.
4. Evaluate behaviors available to them to alter their perspectives if they want to.
5. Categorize bias, prejudice and bullying, the roles people play in those situations and potential interventions to alter the outcomes.
6. Determine the role they want to play—bystander or upstander.

### Description:

The workshop begins by establishing a safe space to discuss challenging topics and guidelines are established to ensure that sense of safety.

No discussion on diversity or difference is complete without dissecting the complicated topic of perception and what contributes to people experiencing reality in multiple ways. If you are someone who tries to get to the “truth” of situations, you will be surprised how much a person’s perceptions determine their reality. Perceptions consist of how you see, hear, taste, touch and smell things. The accuracy of our perceptions depends on the acuity and focus of our senses. There are multiple truths in any given situation.

Then, from our perceptions, we develop our perspectives, which stem from our life experiences and information we have accumulated throughout our lives, as well as, the way we have learned to value some things over others. Is it any wonder that two people can experience the same external situation but develop very different perspectives of what happened?

Through illustrations and examples, participants will learn to decipher the complex differences between equality, equity and justice. And if you choose to, you will learn strategies to alter your perspective.

We will dig into the work of author, Kim Scott, about defining the differences between bias, prejudice and bullying, the different roles people play in those encounters and how to alter the outcomes through the choices you make. Strategies for staying safe and transforming from a bystander to an upstander will be discussed.

Finally, we will discuss how to climb the “Diversity Stairway” from conflict to advocacy and all the steps in between. It’s your choice how far you climb. Join us for a non-judgmental exploration of our subconscious bias that affects everything we do so it becomes conscious, where you can determine what, if anything, you want to do about it.

Time: 3- or 6-hour workshops available; the 6-hour provides more interaction and opportunities to integrate the information into behavioral action

Facilitators: Kim Olver and Sylvester Baugh, authors of *Leveraging Diversity at Work*