

Unconscious Bias (Employee Module)



Learning outcomes:

- Discover unconscious bias.
- Recognise different biases that can occur in the workplace.

What you will need:

Access to the internet to project the infographic onto a screen, or delegates could access the infographic via their own mobile devices.

Infographic link - www.jaluch.co.uk/unconscious-bias-infographic

Handout 3 - Unconscious bias – it's not a game!

Content and suggested timings:

Unconscious bias and inclusion	10 mins
Infographic activity	20 mins
Group infographic sharing	30 mins
Total duration:	60 mins

Note: If you have delegates who wish to take a step further to assisting change, you might wish to extend this module by 30 minutes to allow for an additional activity to raise points to share with the organisations.

Introduction – what is unconscious bias?

This session is an exercise designed to challenge thinking around bias and inclusion. Presented in a light-hearted format, the content of this exercise probes some really important areas around thinking, behaviours and bias. In this exercise delegates working in groups are asked to spend time discussing an infographic on unconscious bias. They are also asked to assess the impact of bias in their own organisations.



If you have used the first diversity and inclusion module, you will remember the legal framework was explained. Recap that the Equality Act states you cannot discriminate against people on the grounds of their:

- ▶ Age
- ▶ Disability
- ▶ Race
- ▶ Religion or belief



- ▶ Sex – including equal pay and part-time workers
- ▶ Pregnancy and maternity
- ▶ Marriage and civil partnership
- ▶ Sexual orientation
- ▶ Gender reassignment

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