

BIAS AWARENESS

Overview

You may have interviewed someone and before you've even met them you like them from the information you have read in their application form. Perhaps they grew up in the same area as you or went to the same school as you. You pick that person for the role. You feel you made the decision to appoint them fairly, right? The truth is we can be influenced by our instinctive feelings as much as by the rational processes we follow.

This thought-provoking session, will include activities that highlight biases and their impact, as well as enabling those who attend to begin to recognise their own biases, and look at how we can control them so they do not impact on our decision making.

Being able to understand and be aware of our biases can help us to challenge them, enabling us to reduce the risk of discrimination. Just because it's in the unconscious mind doesn't mean that it's ok, especially when it becomes conscious.

Format

- Half day, face to face session
- Learning takes place through a mix of presentation, group and individual activities

Course Structure

- What is unconscious bias
- The different types of bias
- Identifying our own biases and that of others
- Case studies where bias has crept in
- Taking action against bias

Suggested Audience

The course would benefit anyone who is involved in activities such as recruitment, promotion, appraisal, disciplinary and grievance matters.



“ Unconscious bias can influence decisions in recruitment, promotion and performance management. It could be discriminatory when the unconscious bias relates to a protected characteristic. It occurs when people favour others who look like them and/ or share their values. - ACAS, 2019 ”