

Managing Unconscious Bias eLearning Course

Unconscious biases are automatic responses from our brain that happen without our awareness, intent, or control—they are a necessary thought process that help individuals quickly categorize the large volume of information we all process daily. We cannot avoid our unconscious beliefs—positive and negative—about various social and identity groups. However, being aware of them can help us avoid certain scenarios which activate unconscious attitudes and beliefs, with potentially problematic effects.

Unconscious behavior is not only a process that individuals are subject to; it influences organizational culture as well. Patterns of unconscious biases, stereotypes, and microaggressions in an organization can lead to an unhealthy work environment and adversely impact employee productivity and culture.

When considering strategies to address the problems that arise from unconscious bias, we must consider individual and institutional strategies. Employees at all levels in an organization should develop an awareness of how their early assumptions can lead to biased decision-making in the workplace. And while we cannot completely rid ourselves of unconscious bias, learning how to mitigate its impact is a skill that everyone can learn.

Course Description

The course objective is to introduce and bring awareness of unconscious bias and how it can affect our behavior and decisions, alter our relationships, and impact diversity and inclusion in the workplace. Learners will gain the skills needed to recognize personal biases, stereotypes, and microaggressions toward others so they can make more informed decisions and help prevent discrimination in the workplace. In this course, learners will:

- Differentiate between conscious and unconscious biases and their impact in the workplace
- Recognize stereotypes and their associated impacts
- Recognize microaggressions and micro-inequities
- Acquire strategies to mitigate unconscious bias and microaggression in the workplace

At the end of the course, learners will have the opportunity to test their understanding of the material. After completion of the course, learners will receive a Certificate of Completion.



Course Length:
25 minutes



Intended Audience:
All employees



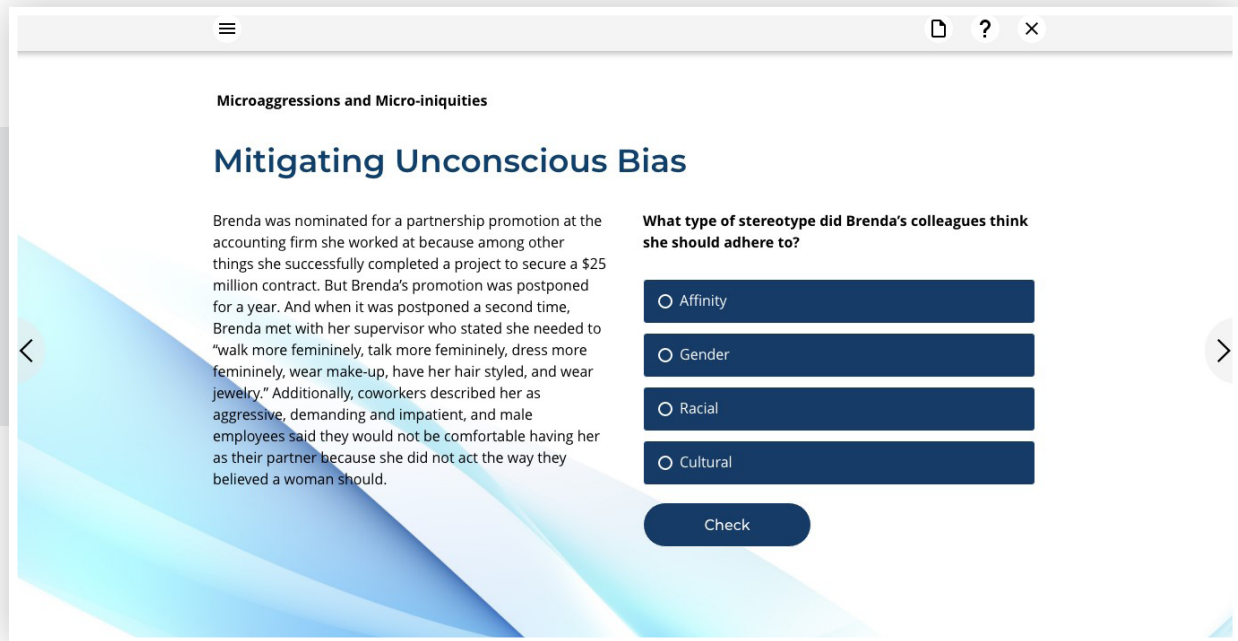
Prerequisite:
None

Key Benefits

- Identify how biases can influence workplace decisions and interactions
- Recognize personal biases so you can make more informed decisions
- Understand how to modify learned patterns of thinking and behavior
- Help eliminate discriminatory behaviors

Key Features

- Can be expanded with other essential diversity courses offered by Affirmity
- Can be configured to include your company branding (logo and background color) and introductory message
- Automatically documents learner participation and tracks course completions
- Can be delivered through your LMS or the Instilled Learning Experience Platform (LXP) offered by Affirmity
- Maximizes learner participation with self-paced, anywhere/anytime training



About Our eLearning Courses

Our interactive, research-based eLearning courses are developed by a team of practicing HR professionals and subject matter experts with a broad knowledge of workplace diversity, issues, and laws. Our courses are available for any number of learners through your Learning Management System (LMS) or the Instilled Learning Experience Platform (LXP) offered by Affirmity.

Other diversity courses offered by Affirmity include topics covering:

- Diversity in the Workplace
- Respect in the Workplace
- Microaggressions in the Workplace
- Inclusive Recruiting
- Religious Accommodations
- Disability Accommodations

About Affirmity

Affirmity provides expert analysis, consulting, training, and software to optimize affirmative action and diversity and inclusion programs.

Our team of experts delivers diversity metrics and data-driven insights to manage and mitigate risk. Drawing on 45 years of experience, we guide HR and compliance teams through diversity goal setting. Affirmity empowers leaders with tools and dashboards to measure progress, and we help clients capture and communicate the positive business impacts of diversity initiatives.

A part of Learning Technologies Group plc (LTG), Affirmity serves more than 1,100 organizations—including global corporations, mid-sized organizations, and small businesses.

Contact Us

Find out how Affirmity's eLearning solutions can help you create a diverse, respectful, and inclusive workplace environment.

800-782-1818
info@affirmity.com

Irving, Texas
400 E. Las Colinas Blvd.
Suite 500
Irving, TX 75039
Toll-free: 800-782-1818
Tel: +1-972-401-2100