

## Unconscious bias

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### Course duration: 4 hours

#### PURPOSE

Developing an understanding of how to recognise and manage our unconscious biases is essential for creating fair, inclusive and discrimination-free workplaces and communities.

Unconscious bias is not only related to race and gender. Prejudices exist in relation to age, religion, sexuality, parental status, and people who appear different from the majority.

This half day workshop draws on empirical evidence to take participants on a journey of realisation. It is designed to raise awareness of bias from the unconscious to the conscious level and provide methods for positively managing prejudices for improved decision making.

#### WHAT DOES THE COURSE COVER?

Course content includes:

- what unconscious bias is and where it comes from;
- how unconscious bias affects decision making' methods to identify and counteract unconscious bias.
- participants will learn how to:
  - understand the meaning of unconscious bias and the psychological basis for it;
  - identify their own unconscious biases and the underpinning drivers;
  - identify bias in decision making processes and make necessary changes;
  - take practical steps to reduce the impact on unconscious bias in the workplace.

#### RECOMMENDED FOR:

This course is recommended for anyone who wants to better understand their own biases and how they affect day-to-day decision making. It is particularly beneficial for HR professionals, and for middle and senior managers who are responsible for decision making in the areas of recruitment, policy and process development, people management and organisational culture.

#### PRE-COURSE PREPARATION

No prior knowledge is necessary for this course.

#### BOOKINGS

We can deliver this course directly to your team in your workplace. We also offer public training sessions around Queensland throughout the year - you can find our schedule on our website.

#### Contact our training team:

- 1300 130 670
- [training@qhrc.qld.gov.au](mailto:training@qhrc.qld.gov.au)