



UNCONSCIOUS BIAS AWARENESS TRAINING

Navigating Bias for Inclusive Decision-Making

It's only natural that when employees feel the burn of bias, they downsize their contributions at work—leading to a brutal hit on a company's bottom line. Employees at large companies who perceive bias are nearly three times as likely (20% vs 7%) to be disengaged at work. That kind of clock-punching is costly. ([Forbes, 2017](#)) However, with help, you can gain strategies for mitigating bias to foster inclusivity and belonging.

Available as a one-hour discussion or a half-day workshop

Throughout the training, participants will engage in interactive exercises, discussions, and case studies to deepen their understanding of unconscious bias and its implications on your organization. The goal is to empower you to recognize and mitigate your biases.

By investing in unconscious bias awareness training, you are equipping your team with the knowledge and tools to navigate bias, leverage the power of different perspectives, and ensure fair practices in hiring, promotions, and day-to-day interactions.

Key Topics Covered

Introduction to Unconscious Bias: We begin by exploring the concept of unconscious bias and its prevalence in daily life and decision-making.

Types of Unconscious Bias: Participants will delve into various types of unconscious biases, such as affinity bias, confirmation bias, halo effect, and stereotype threat. They will learn to recognize these biases and understand their potential influence on hiring decisions, performance evaluations, and overall workplace interactions.

Identifying Personal Biases: Through self-reflection and interactive exercises, participants will identify their own unconscious biases and examine how these biases may shape their thoughts, actions, and decision-making.

Mitigating Unconscious Bias: You will learn practical strategies and techniques for mitigating unconscious bias in decision-making processes. Explore methods such as mindfulness, perspective-taking, structured decision-making frameworks, and diverse candidate sourcing to reduce bias and promote fairness.

Creating Inclusive Practices: This training module emphasizes the importance of implementing inclusive practices that mitigate bias. Participants will gain insights into designing inclusive job descriptions, conducting bias-free interviews, and adopting inclusive performance evaluation frameworks. They will also explore strategies for fostering inclusive team dynamics and cultivating a culture of respect and fairness.

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ABOUT TAMMY

Tammy received her Global DEIB Strategy Certificate from ELVTR in 2023, is a certified life coach, author of *Beyond Pronouns: The Essential Guide for Parents of Trans Children*, and a speaker who began her career as a registered nurse. She's provided training and keynotes at Algonquin College, the Government of Canada, TransFamily Alliance (California), Skipping Stone's Caring Hearts, TransPride Pittsburgh Health & Wellness Conference and been a panellist for ANKORS Trans Connect, Nose Creek Players, and ENMAX.

As the parent of four queer kids, including two transgender teens, Tammy volunteered on the board of directors with Airdrie Pride for over five years, where she launched a peer-led support group. Her freelance work has appeared in *Today's Parent* and *LGBTQ Nation* and on national television on *The Doctors*, *The Social* and *The Marilyn Denis Show*, *Global Radio*, and *CBC Radio*.

