



Unconscious Bias: Fostering Inclusion

A four-hour virtual program designed to increase awareness, shift perspectives, and define action steps that will make your culture more inclusive



An urgent challenge

Your organization embraces diversity and inclusion and you've taken measures to ensure that your culture makes ALL employees feel a sense of belonging and acceptance.

Yet studies show that despite your best intentions **non-majority employees often feel excluded** - which can lead to poor engagement, low morale, suboptimal productivity and, worst of all, talent flight.



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The Heart of the Problem: Unconscious Bias

Unconscious bias is unintended, subtle and unconscious thoughts, attitudes or beliefs that lead us to favor one thing, person, or group over another, in a way that is usually considered as unfair.

The key word in that definition is “*unintended*.” Even earnest, well-intentioned people pass judgments on others that are biased. The question is, what do we do about it?

An “Experiential” Approach to Combatting Unconscious Bias

“Unconscious Bias: Fostering Inclusion” isn’t just a presentation of facts about diversity and inclusion. It’s an **experiential learning program** that addresses the problem at a deep emotional level and provides a roadmap for transformation.

Participants break up into intimate discussion groups, where they’re challenged to:

- Recall times when they were subject to the unconscious bias of others
- Acknowledge their own unconscious biases (we all have them)
- Describe the negative consequences of those biases

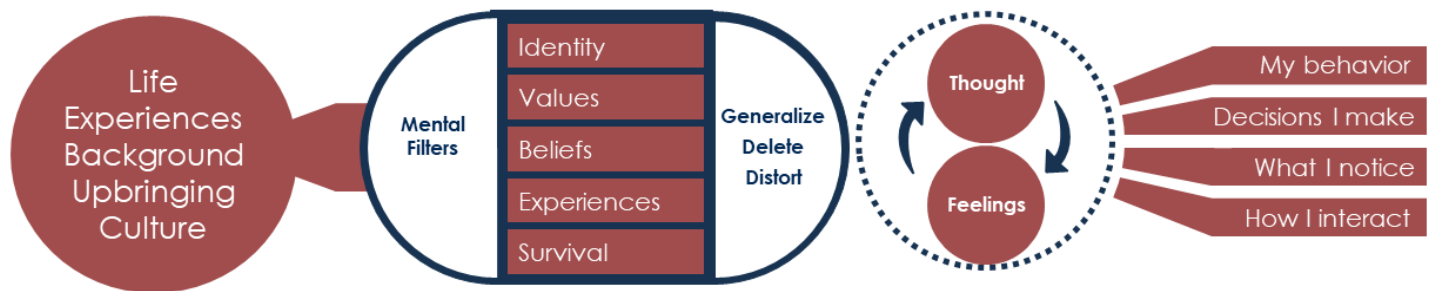


After the program, participants will be able to:

- Describe the neuro-science behind unconscious bias and why it’s so pervasive
- Identify multiple types of bias and the most common “moments of bias”
- Explain the concept of “interruption mechanisms” that can mitigate the subjectivity that drives many everyday actions and decisions
- Deploy a series of personal “moves you can make” to make colleagues feel more accepted
- Recommend and support organizational “moves you can make” to create a more inclusive culture



This 4-hour program gives your team a model for understanding and overcoming unconscious bias:



If you'd like to learn more about this course, [schedule a free "Unconscious Bias" review call](#) and we'll get you started. Or give us a call at (877) 792-2172.

About Rapid Learning

Rapid Learning, a BTS Company, is a pioneer in single concept, research-based sales and leadership micro-training. Our goal is to make training easier by providing short (5- to 7-minute) videos that can be deployed in the flow of work. Customers use them as self-directed learning, for one-to-one coaching, and for group coaching. To learn more, visit www.rapidlearninginstitute.com.

In January 2020, BTS acquired the Rapid Learning Institute. BTS is global leader in instructor-led, virtual and digital leadership and sales training. It's team of 700+ highly-trained experts deliver coaching in 34 languages and 37 countries.