

4 WAYS UNCONSCIOUS BIAS TRAINING CAN HELP ADDRESS AND REDUCE WORKPLACE BIAS



Unconscious bias in the workplace has moved front and center as organizations across industries seek to improve diversity, equity and inclusion.

Here are 4 ways unconscious bias training can help employees reduce workplace bias:

1. Raising awareness of unconscious bias

Unconscious bias, also known as implicit or hidden bias, occurs when individuals make judgments — whether they realize it or not— about people based on stereotypes and generalizations. Everyone has biases — it’s the way our brains process and categorize millions of bits of information. However, if left unchecked, these stereotypes can result in unfair or discriminatory behavior and decisions. Whether unconscious biases are positive or negative, the key is “unconscious.”When people aren’t aware of their biases they can’t manage and minimize them.

2. Understanding the different types of unconscious bias

Unconscious bias goes beyond race and gender. It can be based on many factors, including age, abilities, religion, sexual orientation and ethnicity. Research shows that people are more susceptible to the influences of unconscious biases in certain situations, such as when they are rushed to make a decision or looking at a large stack of job applications.

3. Addressing unconscious biases

Unconscious bias training offers employees practical ways to counteract stereotypes and blindspots that can influence recruiting, hiring and promotions, as well as interactions with customers, vendors and others outside the organization. Training is also a tool to encourage individuals to ask questions and raise concerns about bias incidents, and to reassure them the organization will not retaliate.

4. Reinforcing the value of diversity & inclusion

As part of a long-term D&I strategy, unconscious bias training reinforces an organization’s commitment to creating a more inclusive, welcoming workplace and can motivate employees, at every level, to recognize and manage their personal biases.

TRALIAN INSIGHT

By raising awareness of hidden biases and the importance of avoiding stereotypes in workplace decisions and interactions, unconscious bias training can help promote diversity and inclusive thinking and actions, which can lead to a more positive work environment for everyone.

ABOUT TRALIAN

Traliant is an award-winning provider of modern, interactive compliance training on an eLearning platform that enables fast and easy customization. The course library covers important workplace topics including: Diversity & Inclusion, Sexual Harassment Prevention, Code of Conduct and more which instruct learners on how to handle difficult, real-world situations. Traliant’s training is designed to educate, influence and motivate by training on appropriate behaviors and promoting a positive, respectful workplace.

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Unconscious Bias



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