

UNCONSCIOUS BIAS TRAINING

RAISE AWARENESS OF WORKPLACE BIAS



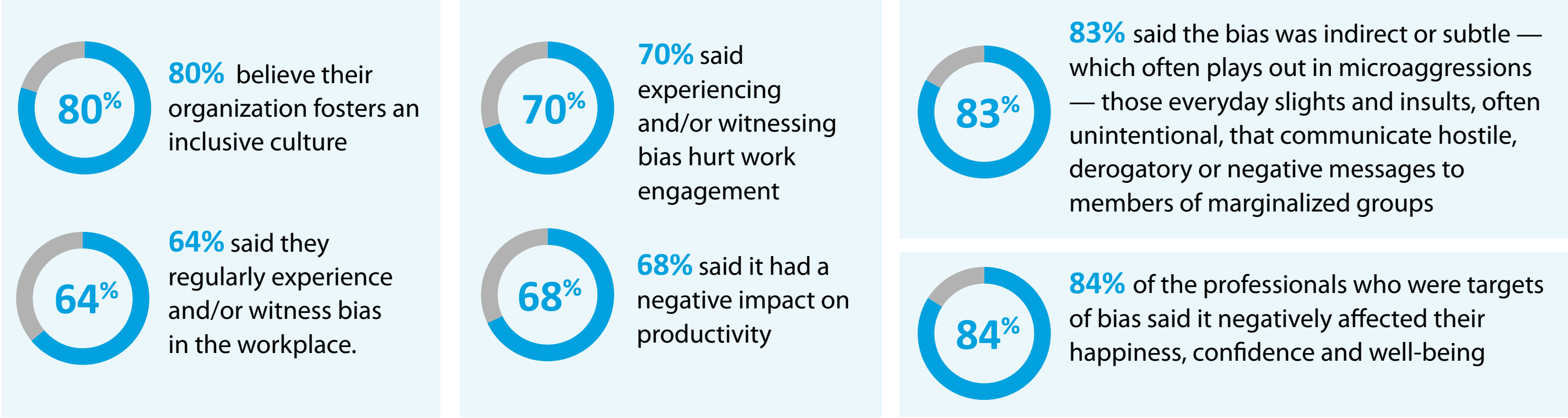
As organizations tackle the challenges of improving diversity, equity and inclusion, addressing unconscious bias is one of the year’s most important workplace topics. Unconscious bias training is an interactive tool to engage employees in the process of minimizing workplace biases and making more inclusive decisions that benefit the entire organization.

WHAT IS UNCONSCIOUS BIAS?

Unconscious bias, also known as implicit bias or hidden bias, occurs when individuals make judgments — either favorable or unfavorable — about people based on stereotypes or preconceived opinions about race, gender, ethnicity, age, disability or other factors. Unconscious bias training helps raise awareness of unconscious bias and minimize its influence on individuals and organizations.

DELOITTE’S 2019 STATE OF INCLUSION SURVEY

The Deloitte state of inclusion survey explores the impact of bias on workplace inclusion, based on an external marketplace survey of 3,000 nationally representative U.S. adults, employed fulltime at companies of 1,000 employees or more. For the purposes of the survey, “bias” was defined as an unfair prejudice or judgment in favor or against a person or group based on preconceived opinions.



DIFFERENT TYPES OF UNCONSCIOUS BIAS

	AFFINITY BIAS Also called like-likes-like, this bias refers to the tendency to relate to and gravitate toward people who share the same race, gender, age or educational background.		AGEISM This bias is based on negative age stereotypes that discriminate against applicants or employees.
	CONFIRMATION BIAS This is the tendency to look for or favor information that confirms or supports already held beliefs or values.		BEAUTY BIAS This type of bias judges people more positively based on how attractive they are.
	CONTRAST EFFECT This refers to evaluating one person’s performance in contrast to another because someone (for example, a hiring manager) experienced the individuals either simultaneously or in close succession.		CONFORMITY BIAS Similar to groupthink, this type of bias occurs when views are influenced by the views of others.
	THE HALO/HORNS EFFECT This is the tendency to put someone on a pedestal or think more highly of them after learning something impressive about them, or conversely, perceiving someone negatively after learning something unfavorable about them.		GENDER BIAS This bias shows a preference for one gender over another or assumes that one gender is better for the job.
	NAME BIAS This bias occurs when a judgment is made about a person based on their name and perceived background.		WEIGHT BIAS This type of bias reinforces negative stereotypes about people because of their weight.

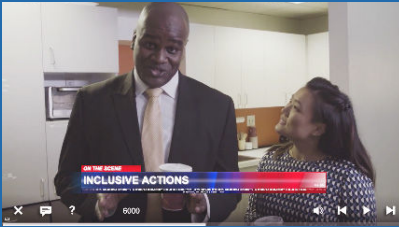
TRALiant INSIGHT

While unconscious bias is part of the human condition, if not actively managed, it can create barriers to workplace diversity and inclusion, hurt employee engagement, well-being and productivity, and lead to discrimination and harassment. Unconscious bias training is one of the essential steps to educate and motivate employees to understand their personal bias and make better, more inclusive decisions that can benefit the entire organization.

ABOUT TRALiant

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.

EXPERIENCE TRALiant TODAY



Diversity, Inclusion & Sensitivity



Unconscious Bias



Microaggressions in the Workplace

INSTANT COURSE PREVIEW