

Implicit Bias Training: Interactive Workshop for Organizations

Implicit biases – unconscious attitudes or stereotypes that can negatively influence our actions and decisions towards others – can damage or derail efforts to create great workplaces. While implicit bias affects individual behavior, it also influences organizational practices and structures. Ask yourself:

- How does implicit bias appear in our work culture?
- How is bias inhibiting our goal towards greater diversity, equity and inclusion?
- What can our leaders do to identify and minimize biases that are harming their teams? Are there proven strategies and tactics?
- How do we confront implicit bias now and in the future?

How We Can Help

WittKieffer has answers to these questions. Our Organizational Implicit Bias Training program provides a clear, comprehensive overview of implicit bias for executives and employees. In collaboration with the experienced Ph.D. psychologists at the market-leading firm CMA, the program instructs and engages participants in order to identify and understand their own biases and how these biases can operate across teams and organizations.

Customized Approach

Our Organizational Implicit Bias Training is distinctive in that it is developed specifically for organizations in the industries we serve – namely, healthcare and higher education. Furthermore, based on an initial survey of participants, the training can be tailored to the specific DE&I goals of the organization.

Science-based Benefits

The training curriculum is based on the most recent research in psychological science and peer-reviewed literature on the role of implicit bias. The science behind the training is aligned with that endorsed by the American Psychological Association (APA).

Our 90-minute interactive Organizational Implicit Bias Training program:

- Educates participants on what implicit bias is and how it develops;
- Helps leaders and employees identify circumstances in which implicit bias is most likely to arise;
- Provides strategies to counteract the harmful impact of bias; and
- Offers tangible action steps to reduce the long-term impact of implicit bias on behavior.

About CMA

Headquartered in St. Louis, CMA consists of Ph.D. organizational psychologists with a 45-year track record of success. The CMA team employs science-first processes to help individuals lead more effectively and organizations to thrive.

Strategy for Addressing Bias

The customized workshop can be conducted in person with 15-20 attendees per session or via Zoom conferencing, which can accommodate larger groups. The training has the following components:



Differentiators

There are a number of factors which make our Implicit Bias Training unique:

- The workshops are industry-focused and organization-specific.
- The content is science-based and has been developed by organizational psychologists.
- Experienced psychologists also facilitate the workshop.
- Post-workshop follow-up reinforces and expands learnings through 30, 60 and 90 day industry-specific thought leadership.

Commitment

Reducing implicit biases requires ongoing effort among individuals and within organizations. For maximum impact, training may be embedded within a broader, more comprehensive strategic plan that includes benchmarks, timelines and accountability mechanisms to address systemic bias.

For more information please contact:

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