

# 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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