

Inclusive leadership workshop: challenging unconscious bias

For human resources teams



WHY

A diverse workforce and inclusive work environment brings numerous benefits for organisations, including improved financial performance, higher employee satisfaction and engagement, increased innovation and better corporate governance.

A key component of building a diverse and inclusive workplace is recognising and challenging unconscious bias. Unconscious bias can affect business decisions and inhibit diversity progress.

Human Resources practitioners play a key role in identifying and challenging unconscious biases in recruitment, selection, promotion and talent review processes. They also play an important role in coaching business leaders to promote a culture where diversity of thinking, perspective and background of team members is genuinely respected.

DELIVERABLE

By the end of the session, participants will be able to:

- Articulate the business case for diversity and inclusion
- Recognise ways in which unconscious bias affects decision-making
- Develop or modify existing HR processes and practices to reduce unconscious biases
- Challenge their own biases and behaviours and identify opportunities for workplace change.

DESCRIPTION

This workshop focuses on ways for HR practitioners to support diversity and challenge unconscious bias in recruitment and talent management processes and practices.

The following key messages are explored throughout the workshop:

- Diversity and inclusion are important business priorities
- Understanding and reducing unconscious bias is essential to fair and objective decision-making
- We all have biases – the importance is noticing them and taking steps to mitigate any negative impact
- Unconscious biases – particularly those relating to gender, culture, and age - can impact talent identification, selection and recruitment processes, as well as other talent management processes.

ABOUT US

Diversity Partners is a highly respected consulting firm helping businesses develop a more diverse workforce, and more inclusive and flexible workplace.

For more information: please call our office on (03) 9600 2911 or email info@diversitypartners.com.au