

# Unconscious Bias Training

## OVERVIEW

We each have unconscious biases that affect our attitudes and behaviours. These biases can contribute to a negative workplace environment, where respect and opportunity are not equally distributed. This self-paced online course helps participants deepen their awareness of unconscious biases and explores ways to mitigate their effects in the workplace. As such, this course is a positive step towards creating a respectful, inclusive workplace culture.

## PARTICIPANTS WILL LEARN:

- The concept of unconscious bias and how it affects decision-making processes.
- Common types of unconscious bias in the workplace.
- How unconscious biases can create inequalities and tensions in the workplace and provide some individuals and groups with unfair advantages over others.
- Practical ways employees and organizations can reduce the negative impacts of unconscious biases.

## ABOUT THE LEARNING EXPERIENCE

- **Immediate access.** Participants can start training right away and can download a *Certificate of Completion* as soon as they pass mandatory testing.
- **Self-paced.** Individual learners move through the material at a pace that matches their learning style and prior knowledge of the topic.
- **Available on any device.** Participants can use a computer, smartphone, or tablet. All they need is an internet connection.
- **Interactive and practical.** This isn't just about reading or watching videos. Interactive exercises, quizzes, and scenario-based activities keep participants engaged and reinforce key concepts.

## TIMELINE FOR COMPLETION

This is a self-paced course. Most participants will complete their training within 30 minutes.