

Unconscious Bias Awareness

OVERVIEW

Unconscious bias can influence hiring, promotions, teamwork, communication, and everyday workplace decisions, often without anyone realizing it. Left unexamined, these patterns can create barriers to fairness, limit participation, and affect morale, trust, and performance.

Organizations are responsible for creating work environments where people are treated respectfully and opportunities are accessible to all. *Unconscious Bias Awareness* helps participants recognize how bias can appear in workplace attitudes, behaviours, and systems, while encouraging reflection, accountability, and actions that contribute to a fair, respectful workplace.

PARTICIPANTS WILL LEARN:

- What unconscious bias is and how it can influence workplace attitudes, behaviours, and decisions
- Common forms of unconscious bias and how they may appear at work
- How unexamined bias can affect fairness, participation, morale, and opportunity
- How unconscious bias can contribute to discrimination, exclusion, and unhealthy workplace culture
- Practical actions individuals and organizations can take to reduce the impact of bias and support a respectful workplace

ABOUT THE LEARNING EXPERIENCE

- **Immediate access.** Participants can begin training right away and download a Certificate of Completion after passing mandatory testing
- **Self-paced.** Learners move through the material at a pace that suits their schedule and prior knowledge
- **Available on any device.** Use a computer, smartphone, or tablet with an internet connection
- **Interactive and practical.** Scenarios, exercises, and knowledge checks reinforce learning

TIMELINE FOR COMPLETION

This is a self-paced course. Most participants complete their training in approximately 30 minutes.

To learn more about Canadian Diversity Initiative courses and how we can help your organization, visit our website: www.candiversity.com