



“You cannot solve a problem with the same consciousness that created it. You must stand on higher ground.” Albert Einstein

ICan

Examining Unconscious Bias

Program Overview

Let’s face it, everyone has a level of unconscious bias. This ICAN program helps leaders explore those mental blind spots and inflexible beliefs that keep them from seeing others accurately, from making fair decisions, from fostering equity, and from building the kind of relationships that make leadership and our organizations more successful.

While biases are bad news for workplaces, they don’t make us bad people. Tendencies are ingrained and make individuals vulnerable to unconscious beliefs. But, we can work to spot our unconscious biases to make them conscious and in turn change our behaviors to act in ways that counter our biases and help foster common ground. While one will not fully change their unconscious bias in just four sessions, this program will develop a leader to be more aware and able to see through a different lens.

This intensive and immersive program cultivates leaders who are advocates, facilitate change and consciously practice inclusive leadership. Participants will develop their capability and commitment to being part of a high performing, inclusive and diverse team.

Examining Unconscious Bias

Each session held 9:30 a.m. - 12:30 p.m.

- Session 1: November 10
- Session 2: November 12
- Session 3: November 17
- Session 4: November 19

Also available to be brought into your company as a custom program. Contact Julie@icanglobal.net for custom pricing.

Fall 2020

\$399 / Individual
\$3,490 / Group of 10

Program Flow

DAY 1

Becoming Conscious of Our Biases

- Understand yourself - your background and your identity
- Challenge your own biases so you can practice conscious awareness

DAY 2

The Business Case for Diversity & Inclusion

- Recognize unconscious bias as a natural function of the human mind
- Learn key traits for inclusive leadership
- Build a business case for a more inclusive workplace

DAY 3

Overcoming Bias

- Learn from organizational leaders responsible for shaping diversity and inclusion in their organizations
- Learn from individuals who have experienced bias and helped themselves and other to overcome
- Develop an individual action plan to increase diversity and inclusion for yourself and/or your team

DAY 4

Becoming An Ally

- Learn how to interrupt bias in the workplace and become an ally

What Companies Gain

What does an organization gain by investing in sending a leader through this program? Disrupting unconscious bias in the workplace can increase employee engagement, retention and innovation. According to the Center for Talent Innovation, employees at large companies who perceive bias are: three times as likely to be disengaged at work, more than three times as likely to leave their current job within the year, and over two times more likely to withhold ideas and market solutions. In addition, Gallup estimates that disengagement costs U.S. companies \$450-550 billion per year. This *Examining Unconscious Bias* program is a meaningful step in investing in your leader development while mitigating the impeding effects of biases to your bottom line.

Faculty



MONIKI CANNON

Moniki Gunn-Cannon is a national speaker, development coach and consultant with Gunn & Cannon Empowerment Group, where she focuses on people and teams increase their performance. Moniki holds a degree in Human Resources Management and a graduate degree in Organizational Leadership. Moniki's personal mission and life's work is to reach as many people as she can and provide an arsenal of information that allows individuals and teams to explode to the next level.



LAURA ROCCAFORTE, M.Ed, SPHR

For over 30 years, Laura has worked as an internal and external consultant with Human Resources Development and Organizational Development expertise. She works with individuals and leadership teams who want to move their organization forward, evolving leaders with the importance of connection. Laura facilitates multiple ICAN Custom Programs, along with ICAN's Defining Leadership for Women, Emergenetics workshops and Coaching. Understanding people, Laura develops leadership at all levels, performance management, talent management, employee engagement and building learning and development systems.

Course Theme

"Until you make the unconscious conscious, it will direct your life and you will call it fate." Carl Jung

Objectives

- Understand yourself – your background and your identity
- Learn key traits for inclusive leadership
- Build a business case for a more inclusive workplace
- Explore how the brain functions so you can recognize Unconscious Bias as a natural function of the human mind
- Understand Unconscious Bias in the workplace
- Confront your own biases so you can practice conscious awareness
- Learn how to be a supporter and advocate
- Create more meaningful dialogue at work and at home
- Practice strategies and tools so you can create systemic change in your organization

Method & Format

- 4 Half-day sessions
- 12 Hours of instruction
- Class Size: Up to 50 participants
- Personal Self-Assessment of Anti-Bias Behavior
- Harvard Implicit Association Tests
- Follow-Up Sessions + Coaching (optional)
- Also available to be brought into your company as an ICAN Custom Program, customized to incorporate and honor your company's unique values, organizational goals, guiding philosophies and current diversity and inclusion strategies.

ICan CUSTOM PROGRAMS

"It (bias) can happen unintentionally. It can happen unconsciously. It can happen effortlessly. And it can happen in a matter of milliseconds. These associations can take hold of us no matter our values, no matter our conscious beliefs, no matter what kind of person we wish to be in the world." Jennifer L. Eberhardt, Biased