

A large puzzle piece with the word "BIAS" in white capital letters is the central focus. It is set against a vibrant red background. To the right and slightly above, another puzzle piece is visible, showing a dark green, textured surface. The overall composition suggests a puzzle or a complex concept being explored.

BIAS

**How can we make
Unconscious Bias
workshops more
effective?**



We've been very interested in the space of diversity and inclusion for a while now; specifically in the area of Unconscious Bias. Over the last 5 years, we've experimented with different versions of this workshop and there's so much learning that we have had. Here are 5 questions that you could ask yourself to strengthen the effectiveness of the interventions you are running in your organisation.



Q1. Are you helping participants recognise the universality of unconscious bias ?



To be human is to be biased and we have found that when we can help participants recognise the universality of this process, it's easier for them to reflect on their own bias.

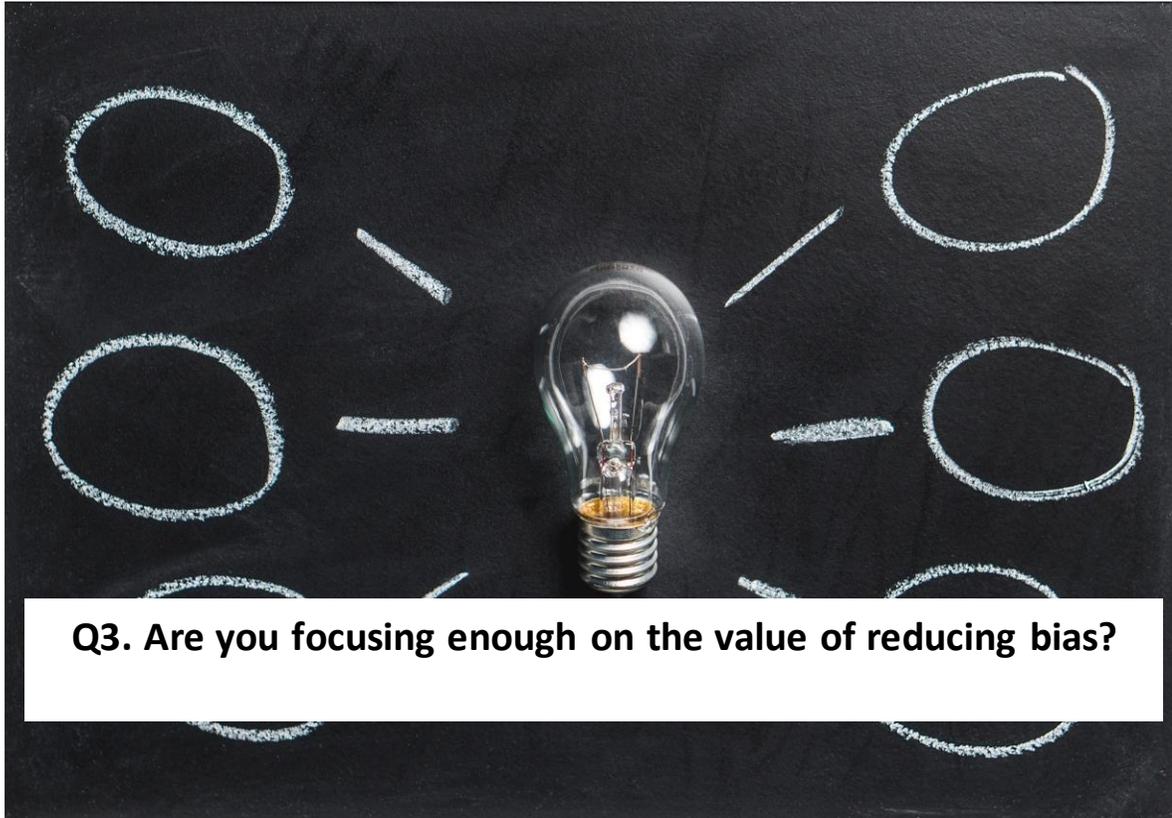
It's important however not to communicate the message "we all do it so it's ok" and to ensure people also connect with the impact of unconscious bias. Which brings us to the next point.

Q2. Are you using the right mix of head and heart?



Connecting with personal experience is key for participants to feel an emotional attachment to the topic. Data will work only as a supplement to that connection; a pure cognitive approach will only invite responses at a head level and that rarely leads to lasting change.

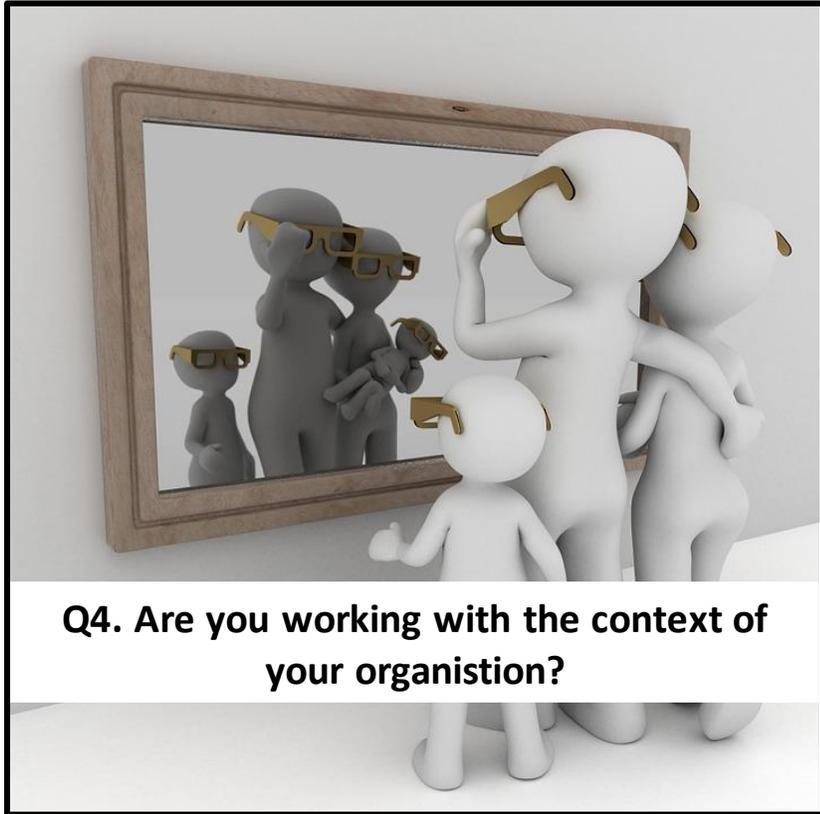
We invite participants to share stories of where they felt excluded and the visceral connection with the pain of exclusion helps them identify with the impact more than any amount of data can.



Q3. Are you focusing enough on the value of reducing bias?

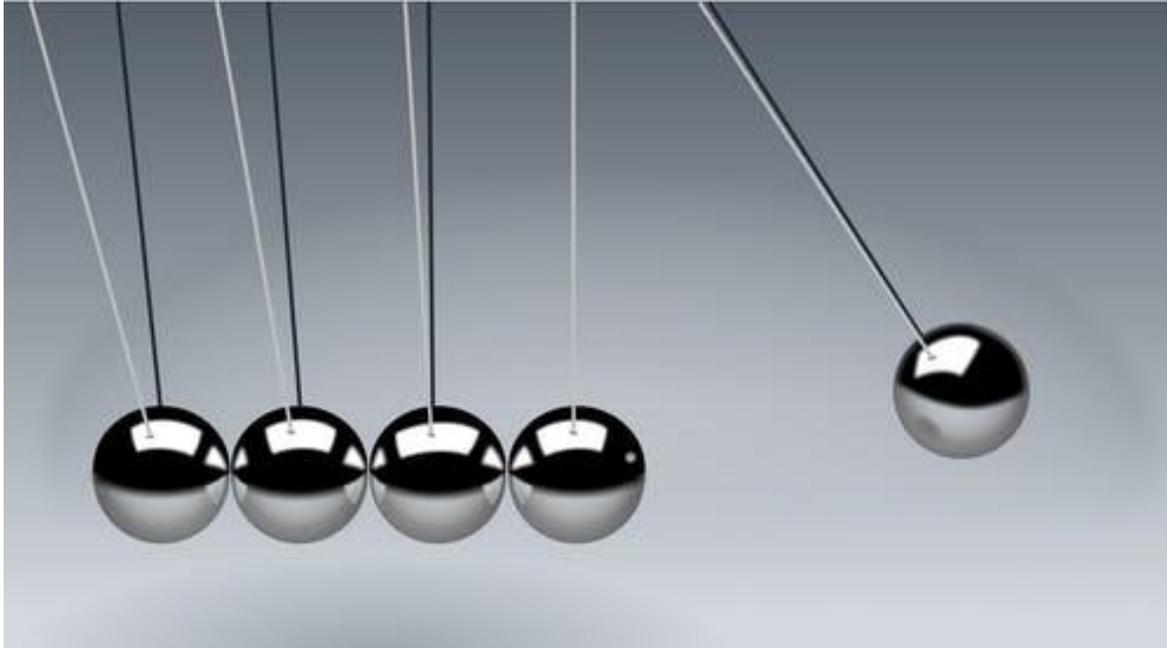
Unconscious Bias workshops can sometimes feel uncomfortably like Moral Science classes in school did.

Purely focusing on why reducing bias is the “right” thing to do is not enough; it’s important to invite participants to also reflect on the value of inclusion for the organisation and business...in terms of innovation; business results and customer relationships.



As part of our workshop we have participants make a list of the various unconscious biases that exist in their groups and we're always amazed by the diversity of what emerges (from "if you dress well, people assume you're not working hard enough" to "people who talk less are regarded as less competent").

Like with any behavioural intervention, the closer the discussion mirrors the reality of your context, the more effective the learning will be.



Q5. Do you have enough invitations into action?

Unconscious bias is deeply rooted in our collective unconscious and while building awareness is relatively easy, change can be more difficult.

It is important therefore that your design invites people to consciously experiment with changes – whether it is finding ways to develop their awareness of their own bias to equipping their teams to be bias busters or even changing processes to be more fair.



To know about our fascination with Alice in Wonderland or to know more about the work we do on reducing Unconscious Bias, do visit www.navgati.in or write to deepa@navgati.in