



IN-VISIBLE

WORKSHOP UNCONSCIOUS BIAS
MAKE IT VISIBLE





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WORKSHOP TO ENHANCE AWARENESS FOR UNCONSCIOUS BIAS AND STEREOTYPES IN ORGANISATIONS

GOAL

Recognising unconscious bias and counteracting it in the next step

CONTENT

Interactive training with close supervision by experienced experts from science and practice

DURATION

The workshops are available in three formats: Mini (1x3h); Standard (2x2,5h); Extended (2x4h)

LOCATION

Online - via Zoom, Webex etc. or in-person at your organisation's office

OPEN FOR

Everyone - no previous knowledge necessary, "naive" questions are welcome

SIZE

Max. 20 participants

LANGUAGE

We deliver the workshop in German or English

You can book the workshop *Unconscious Bias* by email via hi@in-visible.berlin. If you have any further questions, please contact the address above.



UNCONSCIOUS BIAS – THE PROBLEM WITH BRAIN SHORTCUTS

A flood of information is constantly pouring into our brain. The result? We simply can't process all of it consciously. In order not to overwhelm us and to make the world easier for us, the brain unconsciously sorts and categorises what it perceives. As a result, we see the world as we already know it and think along familiar lines. The problem: this also happens when we meet people. Our brain categorises them based on our unconscious biases. Without us realising, this influences our actions, which can lead to discrimination against people: for example based on gender, age, religion or skin color. Biases reflect and reproduce societal power imbalances.

WHAT CAN YOU EXPECT FROM THE WORKSHOP?

We train you and your colleagues to recognise unconscious biases and stereotypes in organisations and develop counter strategies. We talk about power, privilege and different forms of discrimination. You will gain practical knowledge about what unconscious bias means for equity in your organisations - and what you can do about it. By the end of the workshop, you'll have the skills to recognise unconscious bias and take what you learned back to your organisation to encourage an inclusive work environment.

HOW DOES THE WORKSHOP TAKE PLACE?

The workshop takes place in-person or online. In both our in-person and virtual sessions, we encourage active participation and look forward to lively discussions. With our trainers, there are no „naive“ questions; we open up a space that takes account of the needs of all participants. We have been working with remote workshop structures since our foundation and have deep digital expertise.



SESSION 1 REFLECTION

What is a bias?
– where does it come from?

Bias and discrimination

What types of biases are there?

Belief systems
– reflecting one's biases

How to personally approach bias

SESSION 2 ACTION

Review of the last session

Case studies

And what now? - Solutions

Your individual strategy for change

Conclusion & possible next steps



IN-VISIBLE

IN-VISIBLE has many years of experience in the fields of gender research, equality, diversity and anti-discrimination in the context of startups, public actors and companies. Our expertise includes well over 500 workshop days and the close support of over 50 teams and organizations. Our team is made up of experienced and specialised young experts who are at home in a diverse and global society. Developing strategies and solutions to understand and discuss the (often sensitive) issues of gender and diversity is what we do best. Monitoring is important to us - our before-and-after surveys of the IN-VISIBLE workshops show that after the workshop:

participants feel more confident in recognising discrimination at the workplace

participants feel more confident to intervene in the event of discrimination at work

OUR TRAINERS

The workshop is led by two of our trainers. All of us working at IN-VISIBLE combine academic, professional and community-based references to the topic of gender equity. As a team, we are united by a shared mission to counteract the disadvantage of women and minorities in the world of work. In this mission we are supported by a large network of qualified trainers and consultants whose competencies we use on a project basis.

OUR CLIENTS

