



IN-VISIBLE

Unconscious Bias Workshop
MAKE IT VISIBLE





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WORKSHOP UNCONSCIOUS BIAS MAKE IT VISIBLE

WORKSHOP TO ENHANCE AWARENESS FOR UNCONSCIOUS BIAS AND STEREOTYPES AT THE WORKPLACE

GOAL

Recognising unconscious bias and tackling it through simple measures in the next step

CONTENT

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

DURATION

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

LOCATION

Online - via Zoom, Teams, etc. or in-person

OPEN FOR

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

SIZE

Max. 20 participants

LANGUAGE

We deliver the workshop in German or English

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



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UNCONSCIOUS BIAS – OUR SECRET BRAIN SHORTCUTS

Our brain is constantly being flooded with a stream of information. But we simply cannot process all of it consciously. So, in order not to overwhelm us and to make sense of the world more easily, our brain automatically sorts and categorises what it perceives. As a result, we tend to see the world the way we already know it and think along familiar lines. But there is a problem: this also happens when we meet other people. Our brain categorises them based on our unconscious biases. Without us realising it, this affects how we act – and can lead to discrimination, for example based on gender, age, religion, or skin color. Biases reflect and reinforce existing power balances in society.

WHAT CAN YOU EXPECT FROM THE WORKSHOP?

In this workshop, you and your colleagues will learn how to recognise unconscious biases and stereotypical expectations – and how to actively counter them. You'll gain hands-on insights into the role unconscious bias plays in equity and diversity management within organizations – and what you can do to spark real change.

By the end of the workshop, you'll be able to identify bias more consciously and apply what you've learned within your workplace – to help create a more inclusive and equitable work environment.

HOW DOES THE WORKSHOP TAKE PLACE?

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



WHAT ARE THE WORKSHOP CONTENTS?

What is a bias – where does it come from?

What kinds of bias exist?

Exercise on belief systems – reflect on your own biases

Dealing with bias personally

Case studies

What now? – First attempts at finding solutions

Conclusion and Q&A



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IN-VISIBLE has many years of experience in the fields of gender research, equality, diversity and anti-discrimination – working with startups, public institutions, and companies. Our expertise includes well over 500 workshop days and the close support of more than 50 teams and organizations. Our team consists of experienced and specialized young experts who are at home in a diverse and global society. Developing strategies and solutions to understand and address the often sensitive topics of gender and diversity is what we do best. Monitoring is important to us – our before-and-after surveys show that IN-VISIBLE workshops have a measurable impact:

participants feel more confident in recognising discrimination at the workplace,

participants feel more empowered to intervene when it occurs.

OUR TRAINERS

The workshop is facilitated by one of our trainers, with the option to book an additional trainer if needed. Everyone at IN-VISIBLE brings a unique combination of academic, professional, and community-based expertise to the topic of gender equity.

As a team, we are united by a shared mission: to counteract the discrimination of women and minorities in the workplace. This mission is supported by a strong network of qualified trainers and consultants whose expertise we draw on for specific projects.

OUR CLIENTS

