

WORKPLACE FAIRNESS: CONFRONTING OUR OWN BIASES

Everyone has biases.

Some people make conscious choices to fight against those biases and treat each person as an individual. The highest performing companies focus on creating workplace fairness.

The effort employees put in is relative to the reward they expect to receive. If employees believe promotions, opportunities, and rewards are doled out based on unfair practices, then they will not put in effort. Therefore, it would follow that if employees believe that if they work hard and get results they will be rewarded and promoted, then employees will put in great effort.

This workshop is designed to be stand-alone or delivered in a series of three depending on how deep the company wants to dive deeper into the topic.



Session One: Workplace Fairness: Confronting our Own Biases

Time: 90 minutes

Delivery: Virtual

Group Size: 6-8 (ideally)

Cost: \$3500 for up to 25 participants

This is a highly interactive workshop that starts with a simple question: What color is the sun? Hint: the answer isn't yellow. But why do we think it's yellow? We were told in Kindergarten to color the sun a warm yellow. We purchase tshirts and pencils and toys with bright, smiling yellow suns. Now what will you do with this information? Will you go on believing it's yellow? Will you do your own research and find out it's really white? Will you blindly believe me?

This question touches on bias and our reaction to our own bias. This workshop will explore:

- Our personal identities
- Our own experience with other people's biases that have harmed us
- Why almost everyone has biases
- Workplace bias: why it is harmful and illegal
- How to overcome our own biases

If teams want to dive deeper into this topic, we offer two additional one-hour sessions that can be conducted live or virtually. Session two is about Confirmation Bias and how to evaluate information sources. Session three focuses on Microaggressions.

For those companies wishing to make a lasting change in the organization, we work with your HR team to evaluate the systems that may be promoting racism (hiring, pay, selection, promotion, vendor selection, communication, etc). We will help you analyze the data, craft solutions, and build an executive presentation that you can present.