



## Breaking Bias: Moving from Awareness to Action

The Corporate Leavers Survey, a national study conducted by the Level Playing Field Institute, shows that each year more than 2 million professionals and managers voluntarily leave their jobs solely due to unfairness, costing U.S. employers \$64 billion in turnover annually. Inclusion in the workplace is an essential goal for many organizations but can also be a difficult one to achieve. Unconscious bias refers to biases that we are unaware of, and which happens outside of our control. Bias is triggered by our brain making quick judgments and assessments of people and situation, influenced by our background, cultural environment, and personal experiences.

Unconscious bias is an obstacle that hinders employees' performance and achieving sustainable organizations' diversity and inclusion objectives. If left unchanged negative biases can be a headwind to organizational inclusion, this discussion will provide leaders the opportunity to learn actionable practices to gain awareness and heightened cultural competence- disrupting the impact and influence of harmful biases within their decision practices.

### Learning objectives:

- How biases are formed and become natural mental shortcuts that evolve.
- Explore where biases show up in day-to-day decision making at work and the impact on employee performance and organizational outcomes.
- Discover conscious techniques that can be deployed to mitigate biases within your organization and your decision-making process.



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