

# Developing Inclusion Competence

Recent communications from the Government's Equalities Office has intimated that unconscious bias training does not appear to deliver results in behaviour in the long term and has unintended negative consequences. WME remain committed to supporting organisations through the delivery of equality, diversity and inclusion interventions which also includes conversations and input around the impact of Unconscious Bias; an integral part of the recruitment process. Most importantly we see this as being an important part of delivering on and supporting the Public Sector Equality Duty.

The following masterclasses have been designed to look at the broader Inclusion picture which encompasses behaviours, systems and policy depending on what the organisation intends to focus on. The variety of offerings provided below will hopefully meet your organisational need and target the appropriate level of the workforce.

Exploring Systemic Unconscious Bias Masterclass.

## Aim

To begin to discuss, critically reflect and challenge yourselves in the area of diversity and inclusivity and to commit to a course of action that begins to dismantle the impact of systemic discrimination, often based on unconscious and conscious bias.

## Outline

- Exploring Unconscious Bias – context and meaning
- Where are you?
- Examining Unconscious Bias in an organisational, policy and service context
- Driving change and culture through leadership
- Committing to action and holding to account

## Objectives

To provide a forum for leaders, policy makers and managers to understand the importance of looking beyond the equality and diversity debate and explore the issue of unconscious bias that impacts:

- Service provision
- Employee relations
- Organisational culture
- Employee retention and day to day management

To develop a course of action that begins to dismantle the impact of systemic discrimination predicated on unconscious and conscious bias.

Workshops have been designed to address organisational systems and is not a 'one-size fit all' solution. A degree of organisational analysis is required, and it is possible that this already available

in current data sets, previous reviews and reports would be useful to review beforehand to avoid the 'reinvention of the wheel' and ensure relevancy.

Workshops are interactive, organisationally, and personally reflective, incorporating a degree of personal stretch. Facilitators will work collaboratively with attendees as part of the learning process to ensure agreed actions are committed to but also embody clear accountabilities, monitoring and evaluation in line with organisational mission, vision, and strategy.

<b>Duration</b>
<b>3.5 hours</b>
<b>Delivery Approach</b>
<b>Online interactive session via Zoom or MTeams</b>
<b>Audience</b>
<b>Senior Leaders, Policy Makers, all levels of management</b>
<b>Delegates</b>
<b>Maximum number of delegates per masterclass is 12</b>

## Investment Required

### WME Member:

£725 + VAT

### Non-WME Members:

£870 + VAT

