

Unconscious Bias to Cultural Competence

Aim

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.

Attraction, retention, and development are all key areas to help develop a more inclusive and diverse workforce. The approach of this masterclass would be applicable to all the above areas and would help create the foundations of knowledge across the organisations - at all levels and areas of professional expertise. This masterclass aims to work towards developing cultural competence within organisations.

Outline

- Introduction to unconscious bias (raising awareness, creating choice, encouraging responsibility) with a focus on IMPACT
- Understanding the role of management and leadership in the context of culture change
- What is culture? (Understanding the role of management and leadership, Multifaceted/ Kaleidoscopic Worldview, Organisational Culture)
- Factors Responsible for Intercultural Misunderstandings
- Cultural Intelligence
- Changing mindsets, managing differences, and recognising similarities – creating trust

Unconscious bias training which focuses on 'theory' alone can result in it being seen as a 'concept' resulting in a lack of knowledge transfer, lack of understanding on how each individual plays a role. It also explores limited self-reflection of one's own behaviour and responsibility.

Objectives

The masterclass focuses on the core fundamentals of inclusion and diversity which is to change behaviours to make a significant cultural change and impact. It is recognised that we all have some form of biases, created in our early years, so the challenge is: how do we interrupt those biases and their associated behaviours? If we take the perspective that we have social, organisational and team cultures, then the challenge is how do we adapt our behaviours to those different cultures we are part of? Key objectives of the masterclass will be to:

- Challenge behaviours and perceptions
- Increase knowledge through theory, assessment, and reflection of one's own behaviour
- Reflect on the role we play as individuals (manager, team member, leader)
- Focus on a key area of work – seeking to understand the 'practical' ways in which we can change how we work and the new behaviours we need to adopt

This masterclass will help take the principles of unconscious bias from theory base (inputs) to a behavioural base (focusing on outputs and outcomes).

Duration

3.5 hours

Delivery Approach

Online interactive session
via Zoom or MTeams

Audience

Senior Leaders, Policy Makers,
All levels of management, All employees

Delegates

Maximum Number of Delegates per
masterclass is 12

Investment Required

WME Member:
£725 + VAT

Non-WME Members:
£870 + VAT

