



**DATES:** Tuesday, December 8, 2020

**TIME:** 10:00am - 11:30am

**LOCATION:** Virtual Classroom  
Your choice of location  
Free from distraction

**NOTE:** Please be prepared to  
participate through chat

**TUITION:** \$75 per attendee

**INCLUDES:**

- Interactive Discussion
- Problem-Solving
- Certificate of Completion

**REGISTER TODAY:**

Jo Miller

[jmiller@rgs.ca.gov](mailto:jmiller@rgs.ca.gov)

Unconscious biases are automatic, quick judgements or assessments of people and situations influenced by our background, cultural environment, and personal experiences. They are found along a range of issues including race, gender, age, height, weight, marital status, parental status, education level, etc. They can influence how we make decisions, resulting in favoring one group of people to the detriment of others. The results can be seen anywhere people make decisions that impact others, such as hiring, promotion, pay, assignments, policy/procedure creation, etc. Over time, biased decision-making can shape an organization's culture.

But what can we do about it? Research shows that we can take steps to address unconscious bias. We can teach ourselves to identify unconscious biases and minimize their impact on our thoughts and decision-making.

*In this 90-minute webinar we will:*

- *Explore the role unconscious bias plays in decision-making.*
- *Uncover common biases that impact our interactions with others.*
- *Identify what can be done to mitigate personal bias.*
- *Discuss how to surface observations of bias at work.*
- *Review basic assumptions about work that impact institutional bias.*
- *Review steps that can be taken to reduce/eliminate institutional bias.*

Our virtual classrooms are led by live instructors. There are multiple opportunities for interaction, asking questions, and getting feedback on individual situations. We build a variety of methods of participation into our classes.