Diversity Matters

2 Hour Programme

Aim

To provide delegates with the knowledge and skills they need to create and maintain an inclusive working environment and minimise the impact of unconscious bias on behaviours and decision making. This workshop uses real-life examples and interactive exercises to ensure the participants develop practical strategies to reduce personal and organisational unconscious bias.

Objectives

By the end of the session participants will be able to:

- Outline the meaning of equality, diversity and inclusion, and why they are important in the workplace
- Explain the concept of unconscious bias and what drives it
- Reflect on power dynamics and privilege and to be active allies
- Address micro-messaging arising from unconscious bias
- Challenge inappropriate behaviours when they witness them

Programme

Introductions

Defining Equality Diversity and inclusion

Outlining the benefits to inclusion

Why we developed Unconscious Bias

What is the impact and what might Unconscious Bias look like at KCL?

Break

Power and privilege

Recognising, managing and challenging micro-messages

Challenging inappropriate behaviours Individual action

Close

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