Goskills

Tackling Unconscious Bias and Microaggressions at Work

GoSkills online course syllabus

Skill level
Beginner

Lessons
16

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Pre-requisites
No prior experience needed

Video duration
48m

Estimated study time
48m 25s

Instructor
Kelly Friedman

Introduction

1 Small slights with big impacts
Creating a more inclusive and equitable workplace begins with your awareness.

Unconscious Bias

2 Uncovering your biases
Many biases are neutral and help make decisions in a world inundated with choices.

3 Understanding unconscious bias
Your brain is a very powerful information processor.

4 Bias by many names
Bias evolved as a life-saving tool, but it is hard to notice!

5 Interrupting unconscious bias
Unconscious bias has a bad reputation but it is very good at helping you make quick decisions.

Subtle Acts of Exclusion

6 Understanding microaggressions
Microaggressions could be small, seemingly casual statements.

7 Thinking beyond stereotypes

Most people recognize that stereotypes are often negative generalizations about whole groups of people.

8 Impact versus intention

What is the difference between the impact of a statement versus the intention of a statement?

9 Factors influencing microaggressions

Microaggressions can be difficult to hear and identify because by nature, they are subtle comments or acts.

Response and Interaction

10 Acknowledging unintended harm

Most interactions in the workplace involve people with good intentions.

11 Determining dialogue opportunities

What do you do if you've observed, or been the subject of, a subtle act of exclusion?

Becoming a champion to combating bias

12 Mitigating bias

Even though bias is difficult to detect, it lives in our institutions and organizations through the systems that we have created.

13 Building a support network

Combating microaggressions and unconscious bias is deeply personal work, but it's not a journey you need to take alone!

14 Ally is a verb

Working towards creating a more inclusive and equitable world is an ongoing effort that requires advocates in all layers of an organization.

15 Creating a culture of belonging

Leaders and executives around the globe agree that increased levels of belonging and well-being lead to higher satisfaction and efficiency, and therefore better business outcomes.

Conclusion

16

Change is possible

Thank you for watching this course!

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