

Unintentional Still Hurts: Overcoming Unconscious Bias

Here's implicit bias training that goes beyond the basics, focusing on impact vs. intent. Powerful examples of common workplace biases and microaggressions inspire learners to apply practical steps for identifying and challenging bias in themselves and others.

TOP DESIGN FEATURES

- **Focuses on behavior change.** Practical strategies help learners do their part to recognize and overcome bias.
- **Inspiring.** Inspires learners to be their best selves at work and home by helping them acknowledge their own potential biases.
- **Relatable.** The tone is conversational, and the vignettes are based on true stories.
- **Memorable and engaging.** The sensitive and thought-provoking approach encourages reflection long after the training.
- **Modular.** The modular design allows training sessions to be easily adapted to busy schedules.

COURSE CONTENT

3 Modules (***Understanding Bias, Recognizing Microaggressions, and What You Can Do to STEP Up***) cover:

- **Implicit vs. explicit bias** as well as the most common types of workplace bias
- **How to manage microaggressions** if you're the target or if you're called out as the perpetrator
- **How to be an ally** for others if you witness disrespectful or demeaning conduct or microaggressions in the workplace



FLEXIBLE SOLUTION | ORGANIZATION-WIDE DEPLOYMENT OPTIONS

Delivery options include:

- **Self-paced, interactive eLearning** – can be customized with organizational policy and messaging
- **Instructor-Led Training** – virtual or in-person delivery using our trainers
- **Train the Trainer** – use our content and co-brand with your trainers delivering in-house
- **Blended Learning** – combine our eLearning with instructor led training using our trainers or yours
- **Manager and Employee Versions** – English and Spanish languages.

BUILD A CULTURE AND LEGACY OF RESPECT

The best way to journey from increased DEI awareness to lasting culture change is through our holistic solution that combines ***Unintentional Still Hurts: Overcoming Unconscious Bias*** and ***How Was Your Day? Getting Real About Bias, Diversity & Inclusion, Harassment and Bullying*** with Media Partners' expert facilitation services and client support.

Visit www.mediapartners.com or call 800-408-5657 to speak with a member of our team.

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Services Solutions

Culture impacts employee retention and organizational success. Our solutions help to build positive cultures that provide skills and attitudes that encourage respect, safety, and engagement in the workplace. Our award-winning program helps further your mission.

TRAINING WORKSHOPS

Facilitated solutions that introduce new information, address performance gaps, or develop workplace skills.

Our training workshops are delivered by an expert facilitation team who bring an external perspective to the culture conversation. Our training workshops help participants increase awareness and provide tools and resources to encourage action given presented strategies.

What's Included:

- Prework
- Post-Training Resource Guide
- Virtual (vILT) delivery
- Group Discussions, Breakout Groups, Polls, Reports
- Certified Facilitator(s)
- Technical Producer (vILT)
- Zoom-hosted platform (vILT)
- Minimum Class Size: 10; Maximum Class Size: 50

Delivery Options

60 Minute*
Workshop

90 Minute
Workshop

*Purchase of corresponding eLearning (per participant) required.

TRAIN-THE-TRAINER (T3)

A 3.5-hour session to equip your in-house trainers with our Respectful Workplace material so they can confidently facilitate the Unintentional Still Hurts modules for your organization.

Our T3 sessions will guide trainers on how to facilitate a 60-minute workshop based on the associated program eLearning.

What's Included:

- 12 months (based on contract date) use to train inside your organization**
- Facilitator PowerPoint (with Talking Points)
- Prework Materials
- Post Training Resources
- Infographic
- Video Clips (if applicable)
- Minimum Class Size: 2; Maximum Class Size: 12

Delivery Options

3.5 Hour
Workshop

**Terms of use agreement due upon contract signing.