



## UNCONSCIOUS BIAS LEARNING LAB (UBLL)

Silver Spring, MD

### Overview

Recent advances in neurosciences and cognitive sciences are leading us to deeper and more powerful understanding of how the human mind sees and relates to other people, and how that contributes to our organizational, human and societal challenges around diversity, inclusion, cultural competency and leadership. In an evolving society where the workforce and customer base has changed significantly and will continue to shift, it is essential for organizations to understand and demonstrate the impact of Unconscious Bias on organizational behavior, employee productivity and engagement and economic potential. During this three-day interactive learning experience, new skills will be gained in decision-making, building inclusive teams and cultures, intercultural communications, and increasing employee engagement.

### Who Should Attend?

Diversity and Inclusion Practitioners, Human Resource Personnel, Organization Development and I/O Psychology Practitioners, Coaches, Counselors, Educators, Heads of Departments/Divisions and or Executives – Individuals who are interested in developing a better understanding of themselves, their decision-making approach and what makes them and their organization “tick.”

### Learning Objectives and Outcomes

- Examine your background and identity so that you can interact more authentically with coworkers, customers, and the community.
- Explore how the brain functions so that you can recognize unconscious bias as a natural function of the human mind.
- Expose patterns of Unconscious Bias so that you can navigate their impact on decision-making.
- Confront your own biases so that you can practice conscious awareness.
- Identify organizational leverage points so that you can mitigate the impact of unconscious bias in interactions, processes, and structures.
- Practice strategies and tools so that you can create systemic change in your organization.

### Dates and Logistics

<b>Dates</b>	March 20 – 22, 2017 June 7 – 9, 2017
<b>Schedule</b>	Day One: 8:30am – 6:00pm Day Two: 8:30am – 6:00pm Day Three: 8:30am – 4:00pm
<b>Location</b>	Cook Ross Inc. Headquarters: 8515 Georgia Avenue, Suite 800, Silver Spring, MD 20910
<b>Price</b>	<i>\$2495 includes breakfast and lunch each day</i> <i>\$2195 group rate for additional people from the same organization</i>

## Course Materials

- Unconscious Bias Learning Lab Participant Guide
- A copy of Howard Ross', *ReInventing Diversity*
- Diversity Systems Map Poster
- Learning Journal
- P.A.U.S.E Card

## Continuing Education Credit Hours

This program has been approved for 20.25 general recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The Learning Lab might also add towards your organizational continuing education credits; please verify with your CE contact. Upon completion of the program, you will receive a Certificate of Participation.



## Unconscious Bias Learning Lab Faculty

### Howard Ross

Founder & Chief Learning Officer at Cook Ross Inc., a visionary at heart, Howard has served more than 25 years as an influential business consultant to hundreds of organizations across the United States and in 21 other countries, specializing in leadership, diversity, and organizational transformation. As a recognized thought leader, Howard brings invaluable expertise and knowledge on the topic of exploring, revealing and addressing Unconscious Bias. He is the architect of several award-winning training and awareness programs, notably CultureVision™ and The Diversity Toolkit. He is also the author of *ReInventing Diversity: Transforming Organizational Community to Strengthen People, Purpose & Performance*, published by Rowman Littlefield in association with the Society for Human Resource Management and also *Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives*, published by Rowman Littlefield in 2014. Howard was the 2007/2008 Johnnetta B. Cole Professor of Diversity-in-Residence at Bennett College for Women, the first time a white man has ever served in such a position at an HBCU (Historically Black Colleges and Universities). He is a frequently invited international speaker for organizations and at diversity and inclusion conferences. Howard can be heard monthly on NPR, as a regular guest on The Kojo Nnamdi Show.

## About Cook Ross

Since 1989, Cook Ross has been providing an innovative approach to diversity, inclusion, cultural competency, and leadership development through training and consulting products and services. Cook Ross is considered to be a thought leader in the practical application of academic research of the unconscious to organizational diversity & inclusion efforts. For more information, contact us at [lookingforanswers@cookross.com](mailto:lookingforanswers@cookross.com).

**REGISTRATION FORM**  
**UNCONSCIOUS BIAS LEARNING LAB (UBLL)**

*Silver Spring, MD*

Contact information for course participant:

Name: \_\_\_\_\_ Organization: \_\_\_\_\_  
Address: \_\_\_\_\_ Bus. Phone: \_\_\_\_\_  
\_\_\_\_\_ Cell Phone: \_\_\_\_\_  
City/State/Zip: \_\_\_\_\_ E-mail: \_\_\_\_\_

**COURSE PRICE**

	<u>Regular price</u>	<u>Early Bird</u>
Registration ( <i>Includes breakfast and lunch</i> )	\$2495	\$2195
*Group Rate ( <i>Each add'l person from the same organization</i> )	\$2195	\$1895

**PAYMENT**

**Payment for tuition in full must be received by the course start date & time.**

**Total registration amount due: \$** \_\_\_\_\_

*If you are part of a group, the name of the group's Organization:* \_\_\_\_\_

**CHOOSE ONE**

[  ] **Credit card:** *Circle one*    MC                      VISA                      Amex                      Discover  
Card #: \_\_\_\_\_ exp: \_\_\_\_\_ code: \_\_\_\_\_

[  ] **To request an invoice, if there is a required PO number:** \_\_\_\_\_

**Cancellation Policy:** Cancellations must be made by phone with the registrar for your workshop. You may cancel your reservation two weeks (or more) before the start of your course and receive a full refund, less a \$100-per-person processing fee. If you cancel with less than two weeks' notice, your tuition is non-refundable. However, 50% of that total amount may be used within one (1) calendar year, as partial payment for any Cook Ross Inc. public learning lab or workshop.

**To register, or with any questions, please contact:**

**Garry Curtis, [garry.curtis@cookross.com](mailto:garry.curtis@cookross.com)**

**phone 301-329-2885    fax 301-565-3952**