



## UNCONSCIOUS BIAS LEARNING LAB (UBLL)

### Overview

Recent advances in neuroscience and cognitive science are leading us to a deeper and more powerful understanding of how the human mind sees and relates to other people. From these findings, we can better understand the 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 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 you can interact more authentically with coworkers, customers, and the community
- Explore how the brain functions so you can recognize Unconscious Bias as a natural function of the human mind
- Expose patterns of Unconscious Bias so you can navigate their impact on decision making
- Confront your own biases so you can practice conscious awareness
- Identify organizational leverage points so you can mitigate the impact of Unconscious Bias in interactions, processes, and structures
- Practice strategies and tools so you can create systemic change in your organization

## Dates and Logistics

<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.



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

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: \$ \_\_\_\_\_

**CHOOSE ONE**

[ ] **Credit card:** *Circle one*    MC                    VISA                    Amex                    Discover

Card #: \_\_\_\_\_ Exp: \_\_\_\_\_ CVV 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. Cook Ross reserves the right to cancel this course due to low registration. Cook Ross must notify you of this cancellation 4 weeks prior to the start of the course.

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

**Natanya Khashan, Natanya.Khashan@cookross.com, 301-329-2877**