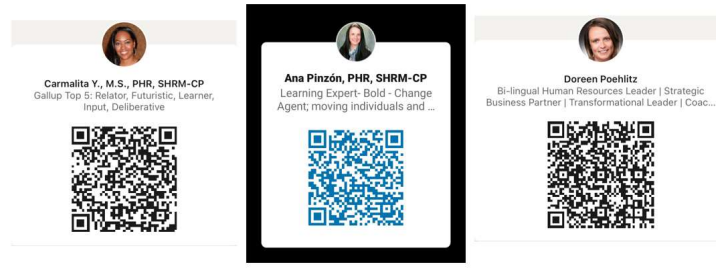


Diversity, Equity, and Inclusion Workshop: *How to outsmart your own brain.*



Key Take Away:

We are constantly faced with combatting our inner biases during our personal and business interactions. Remember, the first step to breaking the cycle of our unconscious bias is to be aware of our biases. It's ok. Having an implicit bias doesn't mean that you are a bad person. These biases are common - each and every person around the world has them. **The key is learning becoming aware of our hidden biases and build the skills to outsmart our own brain.**

Q: What did you learn today that you will do or not do in the future?

A: _____

Call to action! Feed your brain.

Diversify your professional network – LinkedIn

This afternoon take a moment and review of the people in your network. Ask yourself the following questions:

- Are most people in your network of the same gender?***
- Are they from the same generation?***
- Are they mostly of the same race?***
- Are most of them from the same profession?***

Now, if you answered yes to some, or most, of these questions, you are not alone. Due to our unconscious biases, many of us end up with networks that look very similar to ourselves.

Here is our challenge to you. Think about what you are missing out on?

More diverse networks lead to different ideas. People from different backgrounds have different ways to approaching problems that you may have never considered. Furthermore, a diverse network gives you access to opportunities and people that they may not have found on your own.

Who do you want to add? Who can bring you a new or different perspective on project you are working on? Who could give you an insight into latest AI technology advancements or remote working arrangements? Happy Networking and enjoy making new connections.

My new connections are:

- | | |
|-----------|-----------|
| #1 | #2 |
| #3 | #4 |

Continue your learning journey. Continue to feed your brain.

READ. WATCH. LISTEN

Here are some great resources we hope will help you to outsmart your own unconscious bias. Enjoy your learning journey and encourage others to come on this journey with you.

READ

- **Infographic:** [How to Combat Unconscious Bias as a Leader in Your Organization](#)
- **Infographic:** [How to Combat Unconscious Bias as an Individual](#)
- The Harvard [Implicit Association Test](#) can help reveal and address your biases.
- **Critical Thinking:** [How to Improve Your Critical Thinking Skills, Problem Solving Skills, and Avoid the 25 Cognitive Biases in Decision-Making By: Scott Lovell](#)
- **The Leader's Guide to Unconscious Bias:** [How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams by Pamela Fuller, Mark Murphy, Anne Chow](#)

WATCH

- **Unconscious bias: Stereotypical hiring practices.** | Gail Tolstoi-Miller
<https://www.youtube.com/watch?v=QCFb4BiDDcE>
- **How to Outsmart Your Own Unconscious Bias** | Valerie Alexander
<https://www.youtube.com/watch?v=GP-cqFLS8Q4>

LISTEN

- **Stories of Unconscious Bias** by Smita Tharoor (Podcasts)
<https://podcasts.google.com/feed/aHR0cHM6Ly9hbmNob3luZm0vYjYwOTU0NC9wb2RjYXN0L3Jzcw?hl=en>
- **The Impact of Unconscious Bias on Your Company and Your Career** (Podcasts)
https://podcasts.google.com/feed/aHR0cHM6Ly9kaWdpdGFsZW50ZXJwcmVzZXNvY2ldHkuYXN0L3Jzcw/episode/NmM4ZDZlYm90OTl0MS00ODFiLTgzNzltOGIOYTlzMmYyYzh?sa=X&ved=0CAcQuIEEahgKEwilg6_p9-7sAhUAAAAAHQAAAAAqrgM&hl=en