Outsmarting Implicit Bias

A science-based approach to implicit bias in the workplace taught by Professor Mahzarin Banaji, the preeminent experimental psychologist who co-developed the concept of implicit bias and co-authored the *New York Times* best-selling book *Blindspot: Hidden Biases of Good People*.

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<td>Module 1</td>
<td>How the Mind Works: Cognitive Biases</td>
<td>• Max Bazerman, Harvard Business School Professor&lt;br&gt;• Shelly McNamara, Chief Equality and Inclusion Officer and Executive Vice President of Human Resources at Procter and Gamble</td>
<td>• Learn the science behind cognitive biases and how they impact our decisions.&lt;br&gt;• Identify ways to outsmart cognitive biases so you can make more accurate decisions.</td>
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<td>Module 2</td>
<td>Implicit Bias: What Is It? How Does It Affect Our Judgements?</td>
<td>• Shelly McNamara&lt;br&gt;• Rob Lowe, Chief of Police at Boston University</td>
<td>• Recognize the science behind implicit bias.&lt;br&gt;• Understand how our first impressions can be inaccurate and what this means for our decisions about others.&lt;br&gt;• Identify the areas where implicit bias impacts our decisions in work and in life.</td>
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<td>Module 3</td>
<td>The Implicit Association Test</td>
<td>• Professionals describe their experiences taking the Implicit Association Test (IAT).</td>
<td>• Better understand the science of the mind and why we have implicit biases.&lt;br&gt;• Understand what the Implicit Association Test is and how it works.&lt;br&gt;• Recognize what data from the Implicit Association Test tells us about ourselves and our society.</td>
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| Module 4         | • Deb Dagit, former Chief Diversity Officer at Merck and current Head of Deb Dagit Diversity | • Examine how similarity with others impacts our decisions.  
• Identify areas in workplace processes where implicit bias may impact decisions.  
• Understand what helping behavior is and how it is influenced by implicit bias. | • Explore how our eyes and ears can shape the decisions we make through reflections on scientific data and personal experiences.  
• Reflect on your experience with implicit bias in the workplace. |
| Detecting Implicit Bias in the Workplace | • Janet Reid, Diversity, Equity and Inclusion consultant and founder of consulting firm BRBS World  
• Mike Fenlon, Chief Future of Work Officer at PwC  
• Maureen Howard, Vice President of Human Resources, Global Equality and Inclusion at Procter and Gamble | | |
| Module 5         | • Janet Reid  
• Mike Fenlon  
• Maureen Howard  
• Tamara Thomas, Vice President of Human Resources and Global Business Services at Procter and Gamble  
• Deb Dagit | • Learn about “inattentional blindness” and how that can impact our decisions.  
• Understand the business case for the benefits of diversity.  
• Hear from industry leaders on ways they outsmart implicit bias. | • Apply general strategies to debias the workplace, with a focus on how to sort relevant data from the irrelevant.  
• Choose actions you can take to outsmart your bias during meetings.  
• Share solutions for outsmarting implicit bias in your own workplace. |
| How People and Teams Succeed at Outsmarting Bias | | | |
| Module 6         | • Shelly McNamara  
• Rob Lowe  
• Rohini Anand, former Global CDO at Sodexo and founder of Rohini Anand | • Understand that implicit bias is not permanent and witness examples of how it can change.  
• Recognize how true change needs to happen at three levels: the individual, the institutional, and the societal.  
• Understand how creating workplace change can lead to lasting change in individuals and in society. | • Analyze IAT data and see how implicit bias has changed over 20 years.  
• Study how one company created and sustained lasting change surrounding implicit bias.  
• Share ideas on how to create lasting change in your personal and professional life. |