



Diversity, Inclusion & Belonging (DIB)

Diversity Inclusion and Belonging (DIB) Academy:

The Center for Workplace Development launched Introduction to DIB in February and is now excited to announce the launch of the second workshop in the six-part series -- *Understanding Unconscious Bias*. The DIB Academy curriculum explores diversity, inclusion, identity, and biases, and uncovers how power and privilege impact people, policies, procedures, and practices. Participation in the Academy will increase your ability to contribute to Harvard's mission to be the world's recognized leader in inclusive excellence by fostering a culture where everyone can thrive.

1. **Introduction to Diversity, Inclusion, and Belonging** (Launched February 17)
2. **Understanding Unconscious Bias** (Launches April 14)
3. **Power and Privilege** (dates TBD)
4. **Microaggressions** (dates TBD)
5. **Anti-Black Racism** (dates TBD)
6. **Allyship** (dates TBD)

DIB Academy is available at no cost to all Harvard benefits-eligible staff and faculty. We strongly recommend that participants take workshops in the order shown.

Anti-Racism Resources for the Workplace

Learn how to understand and dismantle racism in the workplace.

Course registration deadline one week prior to class start date

Understanding Unconscious Bias

We all have unconscious biases, which doesn't make us moral or corrupt; it makes us human. In this 2-hour virtual workshop, you will learn how the brain is naturally inclined to make generalizations (some true, some false, some good, some bad) and why. When these generalizations result in stereotypes and biases, there is a danger that marginalized employees will suffer unfair treatment and judgment through no fault of their own. While we cannot completely rid ourselves of unconscious bias, we can learn what to do when the bias is our own or when we are the target of someone else's unconscious bias.

In this workshop, you will increase your level of confidence in identifying:

- What bias is and how it influences the ways we interact with others
- The negative effects of bias in the workplace
- Key strategies to manage bias and make more informed decisions

Sessions:

April 14
April 22
April 28
May 7
May 12
May 20
May 28
June 9