



Collaborative Measures | Conflict Resolution

Alternative Dispute Resolution | Employment Compliance, Audits & Training | Workplace Investigations

## Implicit and Unconscious Bias & Cultural Awareness Training

KSBRanigan Law P.C. offers a thought-provoking and impactful training program focused on implicit and unconscious bias and cultural awareness. This program is now also offered in a *virtual format*. These topics are highly relevant, particularly in the wake of the #MeToo and Black Lives Matter movements.

Unconscious/hidden biases can unknowingly distort the objective evaluation and treatment of those who are different from us. Being culturally aware means paying attention to how our backgrounds influence how we interact with each other. Cultural awareness means looking for how our lives shape who we are and how we see the world.

During this training, the attorney trainers provide education on the topic and facilitate group exercises. The exercises and discussions are designed to help attendees identify their own implicit and unconscious biases and work toward overcoming them and becoming more culturally aware. Attendees will be guided on taking specific behavioral steps to interrupt biases in their professional interactions.

For HR, Legal, Compliance, Leaders and Managers, additional areas include:

- Setting Diversity and Inclusion Goals
- Expanding Recruiting Avenues & Standardizing Interviewing
- Establishing Fair Testing and Selection Procedures
- Establishing Clear Criteria for Hiring, Promotions, and Pay
- Formulating Unbiased job Descriptions and Performance Review Processes
- Creating a Workplace Culture that embraces Diversity and Inclusion
- Utilizing Data and Analytics to inform Decision-making
- Ensuring access to Professional Development and Career Growth
- Providing Reasonable Accommodations and Workplace Flexibility
- Creating Employee Resource Groups and Open-Door Policies



This training is critical in the current climate. The program runs approximately 2 hours for non-managers and 3 hours for HR, Legal, Compliance, Leaders and Managers.

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