



Advanced Learning Partnership

Unconscious Bias

Date: Wednesday 20th October 2021

Time: 9.30am – 12.45pm

Venue: Dame Alice Owen's School

What will the session cover?

Unconscious biases are learned stereotypes that are automatic and unintentional, and are formed outside an individual's own conscious awareness. They influence behaviour and can have a big impact on people-related decisions.

This session will consist of two keynote speeches, which will cover a brief history of unconscious bias; information on how our brain works in relation to unconscious bias and bias; and provide tools to adjust automatic thinking with the view to eliminating discriminatory behaviours.

Participants can then choose between one of two workshops, one focused on unconscious bias within education (Workshop A) and one looking at unconscious bias in the workplace (Workshop B). Teachers and Heads of Department may find Workshop A more relevant, and those in Senior Leadership may find attending Workshop B more beneficial.

Outline for the session

9.30am – 9.45am	Register, Tea and Coffee
9.45am – 10.30am	Keynote Speech – Michael Howard
10.30am – 11.15am	Keynote Speech – Jasmine Gartner
11.15am – 11.40am	Tea & Coffee
11.45am – 12.45pm	Workshop A – Unconscious bias within education - Michael Howard; or Workshop B – Unconscious bias in the workplace/recruitment – Jasmine Gartner

There is a charge of £50 for this session, but places are strictly limited so please book as soon as possible by emailing Nicola Nicolaou at nicolaoun@damealiceowens.herts.sch.uk. Please indicate which workshop you would like to attend.

Keynote Speaker - Michael Howard

An inspirational professional who covers all aspects of people in organisations with recognised expertise in equality, diversity and inclusion, employability and safeguarding. Michael has over 25 years of experience providing individual and organisational solutions to people issues with a very broad range covering all aspects of equality, diversity and inclusion issues through working in and with the private, public and not for profit sectors.

For over 10 years, Michael has been working on unconscious bias in employment and education. This has covered the impacts that unconscious bias can have in decision-making in areas such as assessment, performance and recruitment. In addition, he has been successfully working on the effects of bias in interpersonal relationships and behaviour.

Michael has often been consulted on and involved in working groups on various matters providing expert input into the development of legislation (e.g. Equality Act 2010), national policy (e.g. age discrimination), research projects and publications.

Keynote Speaker - Jasmine Gartner

Jasmine runs a training and advisory consultancy, specialising in unconscious bias, diversity and inclusion, and information and consultation. Jasmine is a social anthropologist, and brings this specialist knowledge to her work in the corporate world. While the training she provides is always engaging and interactive, it is also thoroughly underpinned by research and theory. The programmes she runs are developed through working with senior leadership and HR teams, and then rolled out across businesses.

Most recently, she has run programmes and training for a wide range of organisations, including Aegis, Aegon, Affinity Trust, Bristol Myers Squibb, the CIPD, Dimensions, HarperCollins, Kames Capital, Matalan, Nomad Foods, Prostate Cancer UK, Quantcast, Standard Life Aberdeen and United Welsh Housing Association.