



## Workshop Description: Bias and Boundaries

**Overview:** You want to work in an environment where you feel you belong. A workplace where trust, compassion, collaboration, growth, and idiosyncrasies are valued, and supported. A place both human and humane. A place of balance.

Data reveals that synergy between men and women from whatever diverse backgrounds is a cornerstone of superior results. Synergy requires, above all else, cultural norms that recognize and value the strengths everyone brings, and nurtures and engages them.

Two significant issues currently hamper the accretive benefits of this "inclusive synergy":



1. Unintentional (and intentional) biases leading to discriminatory behaviors that form barriers to balance and belonging. Biases occur naturally and are constantly reinforced through images, stories, data, and recollections that permeate our lives. We focus specifically on confirmation bias
2. Loosely defined and inconsistent boundaries based on history, circumstance, and surroundings. Recent high-profile cases have amplified awareness of this issue, leaving both genders reflecting on what is acceptable in the workplace and fearful of interaction outcomes, which appears to be having a material impact on productivity

This course addresses the root causes of these issues and will supply data, science, and tools, supported by exercises, to both mitigate biases, and establish individual and group boundaries to allow the upsides of inclusive synergy to flourish.

### Course Outline:

- Present a compelling business case as to the financial benefits of inclusive synergy: how it improves top- and bottom-line results, while lowering risks/cost of capital
- Illustrate the pervasive nature of bias and how we ALL experience it
- Provide a philosophy and tools to help break biases
- Highlight the scientific differences in male/female brains that influence our behaviors
- Address the difficulties and complexities of defining and adhering to boundaries
- Share gender POVs on what is acceptable... and what isn't...
- Address the changing landscape of the workplace and acknowledge that boundaries vary from person to person

### Learning Outcomes:

- An increased awareness of biases, their potential impacts, and methods to mitigate them
- An understanding of the power of consent and tools to define, communicate, and support both individual and team boundaries

*“I think as a manager, it is a valuable exercise to find out what each team member's biases and boundaries are. Once identified, respect them and inevitably it will strengthen your relationship, and results.”*

–Workshop Participant