



BITE-SIZE LEARNING

Unconscious Bias & Intersectionality

Bite-sized training sessions: manageable portions of expertise, designed to fit in a lunch hour.

We look forward to joining you for this bite-size learning



What is bite-size learning?

If times are hard, the training budget is one of the first things to feel the squeeze. Yet research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Bite-size learning is a great way to keep on top of training efficiently and cost-effectively.

Designed by Dr Lesley Aitcheson and Cerulean's team of learning & development specialists, our bite-size learning has a proven record with many organisations including top universities, charities, trusts, corporations, and councils.

Unconscious Bias and Intersectionality

Thinking about intersectionality contributes to understanding of unconscious bias by revealing how overlapping social identities (such as race, gender, and class) create complex layers of discrimination and privilege. These shape our perceptions and behaviours in ways we may not be consciously aware of.

Our think session explores some of the intricacies of unconscious bias and intersectionality, offering tools to foster a more inclusive and equitable environment.

The session has been designed to empower you with the knowledge and skills to recognize and address hidden biases, enhancing both personal and organisational growth.

By the end of the session, you will have:

- Explored the concept of intersectionality and recognised how the intersections of various social identities (such as race, gender, sexual orientation, disability etc.) shape our experiences of privilege and marginalisation within the workplace
- Built on our existing understanding of implicit bias to consider how this applies when thinking about intersectionality in team dynamics & wider organisational culture
- Begun developing the skills to understand the role of privilege and confront biases in ourselves and others; considered how to address unconscious bias through the lens of intersectionality
- Identified concrete actions and practices that managers can implement to mitigate the impact of unconscious bias, encourage awareness of intersectionality, and foster diversity, inclusion, equity and belonging

To find out more about our EDI&B bite-size learning sessions, click [here](#).