

## ***Implicit Bias Workshop: Proven Strategies for Raising Awareness and Counteracting Bias***

Are you curious to learn more about implicit bias, but perhaps reluctant to raise the topic with friends or colleagues? Could your workplace or community benefit from heightened awareness of the ways implicit bias affects our relationships and decision-making? This one-day interactive workshop will help participants have a deeper understanding of the implicit biases we all carry and specific strategies to manage them.

In the morning, the facilitators will lead interactive presentations and exercises to raise awareness about where biases come from – essentially, a form of mental shortcut that we all engage in – as well as discussion of stereotypes each of us has encountered in the way we are viewed by others. In the afternoon, the workshop will focus on strategies for counteracting bias, with small-group discussions of each strategy and how they might be implemented in the workplace.

### **Workshop Agenda**

MORNING (9:00 am - noon)

Continental Breakfast

Welcome, Introductions & Overview of the Workshop

Opening Exercise: Raising Awareness about Implicit Bias

Stereotyping Exercise and Discussion

Implicit Association Test: Learning about Mental Shortcuts

Bias, Power & Privilege: Understanding Privilege

LUNCH (noon – 12:45 pm)

AFTERNOON (12:45 - 5:00 pm)

Tools for Counteracting Bias

Using the Internal Family Systems Model to Understand and Address Implicit Bias

“Interrupting” Bias: Small Group Exercises

Concluding Comments, Questions & Wrap Up



### **Faculty (left to right):**

BLC Affiliate Matt Thompson

BLC Founder David Hoffman

Senior Mediator & Institute Executive Director Audrey Lee

**Date: Tuesday, December 11<sup>th</sup> (9:00 AM – 5:00 PM)**

### **Location:**

The Federal Reserve Bank of Boston

600 Atlantic Avenue

Boston, MA 02210

## Meet the Faculty



**David Hoffman, Esq.** is a mediator, arbitrator, Collaborative Law attorney, and founding member of Boston Law Collaborative, LLC. David teaches courses on Mediation and Collaborative Law at Harvard Law School, where he is the John H. Watson, Jr. Lecturer on Law. David also trains mediators in 5-day executive education programs for the Harvard Negotiation Institute, part of the Program on Negotiation at Harvard Law School. And he developed a course on Diversity and Dispute Resolution, which he taught at Harvard Law School in January 2017, 2018, and will be teaching again in 2019.



**Audrey Lee** is a Senior Mediator with Boston Law Collaborative, LLC and Executive Director of the BLC Institute, a non-profit devoted to education and training in all aspects of dispute resolution. She is also a founding Principal of Perspectiva LLC and faculty for the Harvard Negotiation Institute course, *Advanced Mediation Workshop: Mediating Complex Disputes*. Prior to joining BLC, Audrey was a mediator with the Massachusetts Commission Against Discrimination where she mediated harassment, disability, age, race, and gender discrimination cases. She is a member of the EEOC Mediation Panel and a frequent lecturer and coach for mediation skills trainings.



**Madison "Matt" Thompson** is an Affiliate of BLC and has worked for over 30 years in the areas of conflict resolution, diversity, and cultural competency. He has worked with large regional banking institutions, higher education institutions, major teaching hospitals, and community non-profit agencies. Matt has more than 20 years of experience in diversity, inclusion, and cross-cultural competency. For the past five years, Matt has also served as Co-Facilitator for the YW-sponsored LeadBoston program.

Seating is limited

To register, visit [blc.law/calendar-of-programs](https://blc.law/calendar-of-programs)

***Boston Law Collaborative Institute (a 501(c)(3) organization) provides training, education, and coaching in all aspects of dispute resolution.***