Who benefits from implicit bias training?

While anyone would benefit, TMG has conducted this training for prison administrators, jail staff, forensic scientists, and numerous justice agency staff.

Why offer Leadership Awareness: Implicit Bias training?

- **Implicit bias awareness is a critical leadership tool.** Confronting one’s biases is a sensitive task. We conduct training on these subjects with a high degree of discretion while not diluting the content.
- **Implicit biases are pervasive.** Everyone possesses them, even people with avowed commitments to impartiality and fairness such as judges.
- **Implicit and explicit biases are related but distinct mental constructs.** They are not mutually exclusive and may even reinforce each other.
- **The implicit associations we hold do not necessarily align with our declared beliefs** or even reflect a position we would endorse.
- **We generally tend to hold implicit biases that favor our own ingroup,** though research has shown that we can still hold implicit biases are unfavorable toward our ingroup.
- **Implicit biases are malleable.** The implicit associations that we have formed can be gradually unlearned through a variety of debiasing techniques.

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**What is Implicit Bias?**

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.

Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and political correctness. Rather, implicit biases are not accessible through introspection.

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**View a short video on implicit bias on TMG’s Twitter, Facebook and LinkedIn pages.**

For more on TMG’s training offerings, contact Donna Deutsch at ddeutsch@mossgroup.us or at 202-510-9681.
Leadership Awareness Workshops

TMG offers the following training modules to address the emerging and important issue of implicit bias. There is a knowledge gap in the field in the quality of information and training. We all need to engage in these critical conversations in order to respond appropriately to human bias and improve relations within our organizations. Our national thought leaders and experts lead and moderate our vibrant trainings.

Typically our workshops are designed to fit into your training schedule, or included as a larger, multi-event initiative to have a deeper impact on your staff and culture.

Introduction and Awareness

This informative training will provide an executive-level overview of key definitions around implicit bias, raising awareness, recognizing and addressing this topic, and the characteristics of implicit and unconscious bias. It’s important to understand how we respond to human bias’, the impact of our bias’ on coworkers or the people we serve, and recognizing and managing your bias’. Identifying the bias’ behind decisions can allow for change in behavior and result in a positive culture change.

Individual Awareness and Skill-building

This full-day session will build upon the first two modules, and include assignments, surveys, and assessment tools. Understanding how implicit bias manifests itself and strategies to identify, prevent, and manage the potential damaging effects will provide participants with a deep understanding of how pervasive bias is in today’s workforce. We’ll explore the differences between impact and intent, and identify strategies to dislodge unconscious bias within your organization. Dynamic activities and role playing will provide experiential learning and an opportunity to understand the effect of implicit bias in your everyday life.

Individual and Organizational Strategies for Change

This training provides explanation on how the brain sorts, relates, and processes information – most of which occurs at an unconscious level, and how to measure implicit bias. Through video and small group discussion, and compelling activities, participants will develop strategies and practical techniques to manage implicit bias and positively impact their work environment.

The Moss Group is able to customize an Implicit Bias training to meet your organization’s specific needs. A challenge or conflict may exist within a certain group or level of workers, or there may be a longstanding manifestation within the culture that needs to be addressed. TMG will work directly with you to design the training that best suits your needs – to include assessment tools, assignments, surveys, readings, and follow-up coaching.

Past workshop attendee

“This workshop has opened up a line of communication that may have not been accessible and with that, we will have a better understanding of each other.”

For more info: www.mossgroup.us | 877.546.1444 | find us on

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