(Un)conscious Bias: Name, Frame, & Tame the Dragon

Bias is everywhere. It's a result of human adaptations to deal with the massive amounts of information we process each day. Some biases are positive, while others are clearly negative. Some biases are unconscious or implicit, but others are undeniably explicit. What they share is that they're everywhere, and they affect everyone. We'll explore biases together, including (1) building vocabulary and awareness to **name bias**, (2) understanding it and its effects in context to **frame bias,** and (3) exploring evidence-based strategies to reduce and **tame bias**.

Description and objectives

Participants will:

1. Learn terms for common examples of bias
2. Understand bias in context
3. Reflect on their own experiences of bias
4. Consider the witnessed bias of others
5. Develop intervention techniques
6. Practice reacting in real-time

Methods

- Engaging and focused theoretical presentation
- Open and respectful guided reflections
- Active exercises / close practice

Trainer

Prof. Dr. Jamie L. Gloor (Jamie.Gloor@gmail.com | www.JamieGloor.com | image)

Bio

A behavioral social scientist with nearly 2 decades of research, teaching, and speaking experience across 4 continents, Jamie Gloor (Dr. oec) hails from the U.S. but has spent the last 10 years in Switzerland. Passionate about rigorous research and positive impact in the areas of DEI, leadership, social sustainability, and humor, Gloor energizes countless students, leaders, and organizations with her sought-after research, workshops, and keynotes via her current professorial role at the University of St.Gallen school of management (fully funded by an SNF PRIMA grant) and her evidence-informed consulting start-up.