

**American Management Association's  
Finding Common Ground:  
How to Overcome Unconscious Bias**

***Learning Objectives***

- Define Bias and Its Implications
- Develop Strategies to Avoid and Overcome Bias
- Identify the Characteristics and Strategies of an Ally
- Develop an Action Plan to Become a More Effective Ally

***Defining Bias***

- Recognize How Bias Affects All of Our Interactions with Others
- Define Different Types of Bias

***Understanding Bias***

- Understand How Our Brains Process Information and How Biases Are Created
- Differentiate Between Learned and “Unconscious Bias”

***Overcoming Bias***

- Understand the Impact of Micro-Messaging
- Differentiate Between Unconscious Bias and Stereotypes

***Understanding Allies***

- Define Types of Allies and Their Importance
- Understand Ally Characteristics and Behaviors

***Becoming an Ally***

- Understand the Process to Become an Ally

***Action Planning***

- Develop a Practical Personal Action Plan
- Implement Your Personal Action Plan