

**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