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UNCONSCIOUS BIAS
E-LEARNING

Background

This Unconscious Bias course was created in partnership with Diversity Works NZ to provide essential workplace training to understand, recognise and address unconscious bias in your workplace.

The modules are designed to give you foundational information and tools to transform your business into a more conscious, inclusive and high-performing organisation. This is done through a combination of information and content, knowledge checks and self-reflection tasks.

> " Encourage more useful, productive and empowering choices from ourselves and our teams "

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Who's using this training?

Reserve Bank of New Zealand
Te Pūtea Matua

kiwibank

EQC EARTHQUAKE COMMISSION
Kōmihana Rūwhenua

New Zealand **DEFENCE FORCE**
Te Ope Kātua O Aotearoa

Te Kawa Mataaho
Public Service Commission

Inland Revenue
Te Tari Taake

NIWA
Taihoro Nukurangi

agresearch
āta mātai, mātai whetū

Ministry of **Transport**
TE MANATŪ WAKA

Education Review Office
Te Tari Arotake Mātauranga

MetService
TE RATONGA TIRORANGI

MINISTRY OF SOCIAL DEVELOPMENT
TE MANATŪ WHAKAHIATO ORA

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Our story

Skillpod is an award winning NZ-owned online learning and development company that specialises in creating and delivering quality learning opportunities for businesses and their people.

We do this by partnering with content experts and creating online and blended learning environments.

Skillpod is owned and operated by Smartwork Creative.

Our team

KIM DOVEY
Founder and Director

CRAIG RHODES
Buisness Development Manager

ERIN NICOL
Interactive Designer

LILLIAN ZHOU
Interactive Designer

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The programme

This Unconscious Bias elearning course is designed to help you and your employees understand, recognise and address unconscious bias in your workplace.

The course consists of:
- Five micro-modules (approximately 1 hour of learning time)
- Engaging e-learning content such as video, interactive quizzes, images and more
- Content developed by Diversity Works New Zealand, verified and peer reviewed by subject matter experts
- Flexible delivery – staff can learn anywhere, any time, on any device
- Module tracking to follow user progress and create reports
- Module tailoring to include your company logo, images and scenarios
- Team discussion cards to bring this training into your everyday life.

but there are some simple steps that we can take to help **minimise the impact of unconscious bias.**

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Modules

Module 1: The value of supporting diversity and inclusion

- The links between diversity, inclusion and unconscious bias
- Different types of diversity
- Why inclusion is important in supporting diversity
- The benefits of diversity and inclusion for company culture

Module 2: The neuroscience of unconscious bias

- How the brain approaches difference
- Why we are wired towards these approaches
- The value of being aware of this wiring

Module 3: Diversity and inclusion in the workplace

- How unconscious bias affects our decision making
- Gender bias in the perception of leadership
- Why we create in-groups
- Micro-affirmations and micro-aggressions

Module 4: Common workplace biases

- How the brain reacts to stress and threat
- Recognizing our stress responses
- Common biases in the workplace

Module 5: Becoming aware of your bias

- Learning how to adjust thinking instead of judging it
- Bringing awareness to behaviors and learning to reassess them
- Taking personal accountability
- Using the PAUSE framework to support better decision making

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Discussion Cards

Take your learning offline and into the real world

Our unconscious bias training can be supplied with discussion cards that take our interactive online learning back inro the real world with:

- **Refection Cards:** that help learners reflect and identify their unconscious biases

- **Discussion Cards:** that take learning into the team environment, bringing discussion, support, behavioural change and accountability into the workplace.

Unconscious Bias
Discussion cards

Personal reflection and peer discussion are important parts of this Unconscious Bias training.

It gives everyone the opportunity to discuss, explore and apply what they have learnt in the modules and think about how this relates in their immediate work environment.

Bring this learning out into your real world and give this important topic more meaning and impact.

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Special Features

- Solid learning with 10-15 minutes of learning time per module
- Redeveloped in August 2021 to meet web (1.1) accessibility standards
- Customisable modules that will connect your people to your brand
- Engaging eLearning content such as video, images, voiceovers, and more
- Content verified and peer reviewed by subject matter experts
- Modules and activities created by an award winning instructional design and elearning development team
- Flexible delivery – host modules on your server or ours
- Module tracking to follow user progress and create reports
- Interactive quizzes to reinforce your learners' knowledge
- Flexible training – learners can complete with any device, anytime, anywhere, and at their own pace

Tailoring

Help your people see the relevancy of this training by customising the modules to reflect **your people, your place and your brand.** The content can be tailored by including images, video and scenario's that are relatable for your team. Or just keep it simple at use the templates as they are now.

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Delivery

OWN IT

If you have an in-house Learning Management System, we can provide the SCORM files for you to onboard and integrate into your system.

HOST IT

No in-house system. We can host the learning for you on our cloud-based server. Users will be able to access the learning from any location and you'll have full control over the backend and analytics.

Timeline, and Deliverables

- We send draft Modules to your team for review and tailoring suggestions

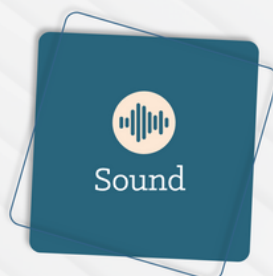- You send us the material needed for tailoring which we integrate into your modules

- Modules are uploaded to our LMS, or SCORM files sent to you for uploading to your LMS

- We support your team to get your people onboard and excited about the learning the modules provide.

- Use our discussion cards to support your people to take the learning off line and into the real world

- Assess meaningful reporting to clearly see if a difference has been made.

Because our brains are designed to take in
so much information from all our senses …

Sight

Sound

Smell and
Taste

Touch

…we couldn't possibly function if we
were consciously or actively aware of it all.

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Get in Touch

CONTACT US

Skillpod is owned and operated by

smartwork
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