

Skills Plus: The Value of Different Perspectives– reducing our own Unconscious Bias

Date: Wednesday 4th December

Time: 14:00 – 16:45

Location: Museum of London, London Wall

Facilitators: Elizabeth Coningsby

Trainer: Charlotte Butler, Altogether Different

What will be covered?

Everyone has unconscious biases. The snap judgements our species have made in order to survive have led to hard-wired thought patterns based on seeking safety in what reminds us of ourselves. In a modern day context, this means we often miss opportunities as we unconsciously disregard that which is 'unknown' or different. Limiting stereotypes are born of unconscious bias when we, often unknowingly, group people into rough and inaccurate categories based on their physical characteristics. All organisations face diversity issues, be that around gender equality, LGBT representation, age, ethnicity, physical ability or socio-economic background. Exploring Unconscious Bias creates a level playing field for discussion about the equality issues we might not otherwise feel comfortable discussing. The aim is to get people talking and learning by creating the right conditions – a safe, respectful space, where people can start to empathise with the challenges of unconscious bias without guilt, and move on to taking responsibility for changing behaviours.

This workshop will explore what unconscious bias is, the science behind the phenomenon, how it limits our opportunities and our thinking and how we can start to overcome it. Using case study examples from the Museum and Heritage sector, we will look at Diversity and Inclusion-led exhibitions and

how diversifying museum recruitment helps us to better connect with society.

With over 15 years' experience in employee communication, community building and HR consultancy, Charlotte Butler set up Altogether Different in 2016 to help workplaces become more diverse and inclusive. Essentially less 'corporate monoculture' and more reflective of the world we live in today. Because in 2019, prosperous teams are inclusive teams.

Who should attend?

This course is aimed at anyone interested in creating more equal, socially representative workplaces.

Approximate session timetable

14:00	Tea/Coffee upon arrival
14:15	Welcome and Introductions Changing world Why Include?
14.30	INCLUSION CASE STUDIES within the Heritage Sector
14.50	Barriers to Inclusion – Unconscious Bias What is Unconscious Bias Effects of Unconscious Bias in the workplace
15.15	Group exercises
15.45	How to reduce Unconscious Bias
16.00	Practical Commitment exercises
16:45	Close

Learning objectives

By the end of this session you will:

- Understand the need for diverse collaborations in a rapidly changing world.
- Understand what unconscious bias is, how we all have it and how it affects us all in the workplace as a barrier to inclusion.
- Have actions to reduce Unconscious Bias within your organisation.

Support towards Museum Accreditation:

- 7 Be accessible to the public
- 8 Understand and develop your audiences
- 9 Engage with your users, and improve their experience

Further information

Please ensure you have your line manager's permission to attend before booking your place. Final confirmation of places will be sent out at least a week before the course. Please keep the **4th December** available in your diary until your place has been confirmed.

Priority is given to staff working in Accredited non-national and non-National Portfolio museums in the London region. A late cancellation (less than 24 hours) / no show charge of **£50** will be applicable. Light refreshments will be provided. Further Information will be emailed to confirmed delegates.

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