



Understanding **UNCONSCIOUS BIAS** *Creating Conscious Leadership*



Building Blocks
LEARNING NETWORK

in association with

Udarta
CONSULTING, LLC

What you can expect from the program

The spotlight is shining brightly on all of today's leaders in this time of global social change. With our leaders in law enforcement, the emphasis is on transformational leadership. The need to embrace the creation of a culture of belonging and inclusion is paramount. If you are in a position to influence change within your organization or community, this program is designed to help bring greater awareness and understanding around the topic of **"unconscious bias"**. While it shows how creating a mind-set of racial judgment and divide can happen daily without knowing, it can also set a path for what can be done about it.

How to Participate

This program encourages active participation for all attendees. The first step is for you to come with the acknowledgment that as humans, we all have unconscious bias. For real change and social justice to take root, it starts with each one of us recognizing how unconscious bias is at play in all spheres of our lives. Participants will have the opportunity to expand their understanding of their own biases and impacts on their day-to-day workplace, and to develop strategies about what they can do about it to build a more inclusive workplace.

How your program is delivered

This program is delivered virtually, with a world-leading expert on the topic of **"unconscious bias"**. It is a facilitated session, with lecture, guided discussions and presentations.

What is included in your program

The program is being tailored for the Canadian policing services, drawing from over 30 years of experience on the topics of social justice, inclusion and change by Howard Ross, a world-renowned author, facilitator, keynote speaker and certified executive coach.

Program Overview:

- Leadership session facilitated by author, world leader and speaker, Howard J. Ross
- Pre-course questionnaire completed by participants to kick start reflection on topics of diversity and unconscious bias; completed questionnaires will only be shared with the session facilitator
- Adjusted content to the delivery based on insights gained from participants' questionnaires
- Focus on the topic of "unconscious bias" and what it means for your workplace
- Integration of Indigenous relations and police services
- The real meaning behind inclusion and belonging
- A virtual 90-minute session
- Use of our GoToMeeting or Zoom service (as required, including technical support)
- Approach and strategies to respond to the renewed call for social justice
- One copy of the revised edition "Everyday Bias: Identifying and Overcoming Unconscious Prejudice in Our Daily Lives" by Howard J. Ross
- Access to volume discount purchase, starting at 50 copies or more

Cost for The Program

Program cost starts at minimum number of participants; cost will vary depending on the services requested. Please contact us for a quote.

Contact us

Call **613-230-6255** or email **info@bblockstech.com** to discuss your training needs.

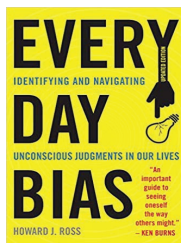
About your Facilitator Howard J. Ross



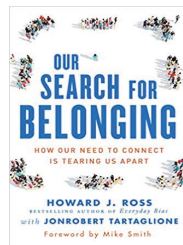
Howard Ross is a lifelong social justice advocate and is considered one of the world's seminal thought leaders on identifying and addressing unconscious bias. Howard has specialized in the synthesis of neuro-cognitive and social science research and direct application re: Diversity, Inclusion, Equity and Accessibility work. His client work has focused on the areas of corporate culture change, leadership development, and managing diversity. Howard is regularly called upon to speak in Canada and around the world, and has worked with Canadian public servants and companies for over 20 years. His commitment to social justice is strongly felt with his work in advising policing organizations worldwide with an underlying belief that now more than ever our men and women who are tasked to keep us safe need guidance and support. He advocates that issues facing our Indigenous communities must remain top of our agenda, and that we as a society must work together on being part of a greater understanding and change. Ross has successfully implemented large-scale organizational culture change in the area of managing diversity and cultural integration in academic institutions, professional services corporations, Fortune 500 companies, and retail, health care, media, and governmental institutions in 47 of the United States and over 40 countries worldwide.



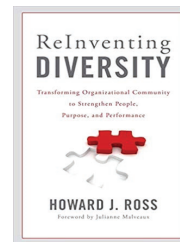
Howard Ross is an award winning best selling author.
Below is a list of his published works.



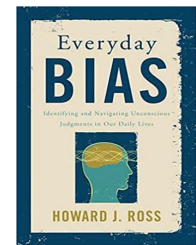
Everyday Bias: (Updated)
Identifying and Navigating
Unconscious Judgments in
Our Daily Lives



Our Search for Belonging:
How Our Need to Connect is
Tearing Us Apart



Reinventing Diversity:
Transforming Organizational
Community to Strengthen



Everyday Bias:
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About your Moderator, Carolyn Baker

Carolyn Baker, with over 33 years in the federal public service, has led virtual teams before we even said the word "virtual"!! She has experienced first-hand the challenges and opportunities that arise when leading and working from a distance. Her interactive approach makes her workshops lively and engaging.

About Building Blocks

Building Blocks Learning Network was founded in 2003 with the mandate to provide training and consulting services to all levels of government and the business community. Through listening closely to the evolving needs of its clients, Building Blocks continues to expand and diversify its training to remain well aligned to market demand. Specializing in leadership training and coaching, Building Blocks has successfully delivered workshops focused on both the fundamentals and advanced leadership techniques. More senior leaders tend to rely on coaching rather than course based training as it is more focused on their needs and can accommodate their busy schedules. These coaching sessions have helped individuals and groups achieve results in career progression, improving performance and the work culture within their organizations.

Other Services Available

The approach to lasting change in behaviors is best accomplished with a long-term view towards meaningful change. Change continues to be integrated with an organizational development mindset that allows for new learning on topics that are not yet common place in our workplace and society. For example, when bringing the concept of inclusion, diversity, equity, accessibility and belonging (IDEAB) to an organization, it is both a top down and bottom up approach. Meaning that upon a decision from the executives to embrace change, a consistent and organized approach with all employees over time, can help the individual to accept and integrate change. We offer education at all levels of the organization in multiple formats, that best suit your unique needs, as illustrated in the below diagram.



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