InsideOUT

Seminar Workshop by
Work It OUT and GLAS Foundation

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

Stereotypes and prejudices are so naturally happening as they are rooted in the way the brain works. Despite of the human evolution, our mind still makes us act in the same way today as thousands of years before.

A lot of research has been done on the hundreds of cognitive traps and heuristics in which our brain makes us fall every day in our decision making process.

Unconscious biases will not disappear from our lives but we could reduce them as much as possible if we try to make them conscious.

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

DESCRIPTION

InsideOUT is an introductory workshop which puts on the table the topic of unconscious bias, cognitive traps and inclusive communication.

It is a seminar-type of workshop which could involve bigger groups - up to 100 participants. Through a compilation of presentations, a bit of theory, activities, storytelling and open discussions, it is still designed to be interactive and participatory.

It could be delivered online or in present, according to your preferences. The attention, however, is always more focused and the energy stronger when it is live.

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

GOALS

- Dive in the psychology behind the cognitive traps and unconscious bias and explore the theoretical background where the prejudices come from
- Experience how unintentionally can affect and insult other people in communication
- Reflect on own believes, attitudes and prejudices.
- Discuss how diversity in all its dimensions can bring benefits to the workplace

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

APPROACH

Interactive seminar-type workshop raising awareness

- Theoretical background based on human psychology
- Storytelling and real life examples
- No-fluff discussions based on Art of Hosting practice methods
- Communication techniques and inclusive language
- Research on best practices

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

AUDIENCE

All employees in the company

This is an introductory workshop which puts the topic on the table and provides the basics

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

AGENDA

time	activity
15 min	**Introduction** Presentations and expectations
20 min	**Check-in** Dive into the topic: interactive activity (OFFLINE) | participants Story sharing (ONLINE)
10 min	**Cards of stereotypes** Warm-up on stereotypes - imagine the person behind the description
10 min	**Truth or lie** Self-reflection activity for own beliefs though anonymous interactive poll
10 min	break
30 min	**Unconscious bias** Theory on cognitive traps
20 min	**What Would Happen If?** Roleplay game
5 min	**Check out** Takeaways

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

GET IN TOUCH

Please reach out with any questions to:

Biliana Bogdanova, WIO Business Lead
biliana@glasfoundation.bg
+359 885841375

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.

Work It Out is a network of based in Bulgaria domestic and international companies who share the values of Diversity, Equity, Inclusion, and Belonging /DEIB/ and want to transform their environment into a human-centered workplace where people to thrive.

Diversity and inclusion at the workplace are not only crucial from a purely human perspective, but also business-wise for attracting and retaining new talents and reaching the company business goals.

Research has shown that embracing diversity leads to variety of different perspectives, increased creativity and innovation, higher employees' engagement, better decision making and ultimately – higher productivity and more profits.

Transforming the company's culture needs time and everyone involved. A good starting point would be the team managers being the visionaries and the leaders of the company but continuing top to bottom and involving all the employees of the company is a necessary step.

Diversity is a journey – and we don't kid ourselves that we're near our destination yet.

This material was created by the GLAS Foundation with the financial support of NEF and AGEE. The sole responsibility for the content lies with its authors and does not necessarily reflect the positions of NEF or the partner foundations.