Implicit Bias Project: Leading Inclusively
WHO ARE WE?

Mindbridge is a not-for-profit organization connecting psychological and neurobiological insight to non-profit and government-sponsored humanitarian efforts. We aim to build knowledge, generate new realizations, and promote real-world solutions for organizations, programs, and initiatives dedicated to international development and global social justice.
IMPLICIT BIAS PROJECT: LEADING INCLUSIVELY WORKSHOP

The Implicit Bias Project: Leading Inclusively Workshop is designed to provide organizations with the psychological and neurobiological tools necessary to develop skills and competencies crucial to mitigating unconscious bias. It's goal is to work towards the creation of greater social awareness, inclusive environments and social justice, both within the organization as well as reverberating out to our surrounding communities.

"There must exist a paradigm, a practical model for social change that includes an understanding of ways to transform consciousness that are linked to efforts to transform structures."

-Bell Hooks, Killing Rage: Ending Racism
**IMPLIED BIAS DEFINED:**
the automatic or neurobiological processes underlying unconscious stereotyping and prejudice guiding the perception and attitude towards social groups.

**THE IMPLIED BIAS PROJECT DEFINED:**
a training initiative designed to increase awareness of the common neuro-biological foundations of unconscious biases that shape how we interact with our world. Building upon this foundation, the project seeks to find the specific impact that unconscious biases present in any given social group or organization in order to practice and teach ways to mitigate them.

**LEADING INCLUSIVELY DEFINED:**
a workshop seminar designed to give insight into how unconscious bias impacts our social behaviors and decisions as leaders in our corporate worlds. Its goal is to elucidate what prevents and promotes diversity, innovation and inclusion in our personal and professional environments.
LEADING INCLUSIVELY

A training seminar that can aid your organization with the following:

1. Increase diversity and effective decision making at the leadership level
2. Enhance external and internal perceptions of culture
3. Understand the numerous benefits of diversity
4. Develop deeper understanding of issues and barriers to creating an inclusive culture
5. Learn skills to recognize, understand, accommodate and mitigate bias
6. Collect data to find the best strategies to stop biases
7. Teach and lead others throughout your organization based on training

"I AM PROUD TO WORK FOR AN ORGANIZATION THAT HAS A FOCUS ON DIVERSITY AND INCLUSION." - Unum Colonial Life Participant
### Leading Inclusively Series Components Include:

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<th>Orientation</th>
<th>Abbreviated Course</th>
<th>Full Course</th>
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<tbody>
<tr>
<td>-2 hour orientation providing a focus on program overview and confirming of commitment</td>
<td>-Understand definitions of Implicit bias</td>
<td>-All elements from Abbreviated Course plus:</td>
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<tr>
<td>-Understand the social justice case for how this series can help your organization</td>
<td>-Gain insight into the neurobiology of social categorization &amp; stereotype threat</td>
<td>-Moving from an individualized focus to group level processes</td>
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<td>-Understand the goals and objectives of our training seminars and schedules</td>
<td>-Increase awareness of how the brain makes decisions</td>
<td>-Extended coaching sessions and access to technology to track experiences in real time</td>
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<td>-Explain personal nature of the program and the accountability commitment required</td>
<td>-Uncover the numerous benefits of diversity</td>
<td>-Practicing tools within personal and professional life</td>
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<td>-Reinforce that is it OK not to participate</td>
<td>-Review individualized surveys</td>
<td>-Assessment reports produced to help participants and team leadership gauge progress upon completion of training</td>
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<td>-Learn and practice specific tools to mitigate bias</td>
<td>-Recommendations and teaching modules aimed to help leaders share diversity building techniques with their teams</td>
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<td>-Engage in group exercises, peer to peer skill building practices, and mid-series check ins to promote accountability</td>
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Orientation goals:

- 2 hour orientation providing a focus on program overview and confirming of commitment
- Understand the business case for how this series can help your organization
- Understand the goals and objectives of our training seminars and schedules
- Explain personal nature of the program and the accountability commitment required
- Reinforce that it is OK not to participate

About:

In this introductory orientation, we will meet with your organization to give a brief overview of our program and the basis of how our Leading Inclusively Seminar can benefit your organization. This will entail an informative overview of all topics discussed in our extended series, as well as possible options for what specific needs your organization may have. We aim to empower your decision making by providing knowledge of what our full trainings entail and creating a space for questions and answers regarding commitment to our program.
Abbreviated Course

Two two-day sessions (three months in duration)

- Understand definitions of Implicit bias
- Gain insight into the neurobiology of social categorization & stereotype threat
- Increase awareness of how the brain makes decisions
- Uncover the numerous benefits of diversity
  - Review individualized surveys
- Learn and practice specific tools to mitigate bias
- Engage in group exercises, peer to peer skill building practices, and mid-series check ins to promote accountability

About:

Our abbreviated course is comprised of two sessions. The first session delves into a deeper understanding of the common neurobiological foundations of implicit bias. This interactive series aims to increase awareness of how unconscious perceptions impact stereotypes, choices and behaviors. The second session clarifies the benefits of diversity and inclusion. This creates a collective intention to learn and practice new tools to mitigate these biases. We provide exposure to decision making under stress and teach new ways of stopping bias by practicing with new skill sets and exercises.
Full Course
One two-day session + two day and a half sessions (six months in duration)
- The abbreviated course program plus:
  - Moving from an individualized focus to group level processes
  - Extended coaching sessions and access to technology to track experiences in real time
  - Practicing tools within personal and professional life
- Assessment reports produced to help participants and team leadership gauge progress upon completion of training
- Recommendations and teaching modules aimed to help leaders effectively build diverse teams

About:
Our most comprehensive and effective package, the six month long training is comprised of all previous topic matters and objectives, paired with a more in depth analysis of individual and group-level processes. The goal of the full series is to increase awareness of how unconscious biases affect our personal and professional social interactions and behaviors. Through both survey and real time data collection, mid-session check-ins, and peer to peer learning and skill practicing, workshop activities hold participants accountable to both mitigate and shift our relationship to implicit bias over time.
We pride ourselves on adapting to meet the needs of your specific organization. Our goal is to create measurable outcomes and change to foster innovation and inclusive environments. On an individualized basis, we will work together to develop adjustable timeline support packages ranging from three to six month time periods. These can include but are not limited to:

- Consulting on how to bring knowledge from training to leaders and teams in your company.

- Specific phone check-ins to follow up on homework assignments to solidify skill building.

- Development of 'Learning partner' assignments to foster weekly peer check-ins.

- Progress tracking through interactive text messaging collecting real-time data from participants.

"LOVE THESE SESSIONS!" - Unum Colonial Life Participant

Brain connectivity Map
BIOGRAPHY

THANK YOU

Laura Ligouri, Executive Director
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Laura is the Executive Director/Founder of Mindbridge. Laura’s interest in the intersection of neuroscience and public engagement emerged as a coordinator and researcher at the Saxelab Social Cognitive Neuroscience Laboratory at MIT. To date Laura has written numerous scientific publications, received grants from the Open Society Foundation, and has conducted research in conjunction with the DRAPER Institute, the McGovern Institute, the Defence Advanced Research Projects Agency (DARPA), OSCE Office of Democratic Initiatives and Human Rights, and the Alliance of Civilizations Media Fund.

Kate Evans, Program Manager
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Kate is the Program Manager of Mindbridge. Her education and professional experience as a clinical counselor has allowed her to harness the power of psychological neuroscience and evidence based practices to help treat individuals, families and groups suffering from complex trauma, depression and anxiety. In line with Mindbridge’s mission, Kate is inspired and motivated to elucidate the complex psychological sciences in order for all to access its benefits. Her previous laboratory research experience has entailed studying the implicit and explicit memory systems of cognitive aging populations.

To contact us with any questions please visit www.mindbridgecenter.org or email us at info@mindbridgecenter.org