Bias Interrupters

New in 2024!

Bias Interrupters microlessons focus on 5 common and pervasive patterns of workplace bias, based upon the globally-recognized leader of anti-bias research, Joan C. Williams, J.D. Sullivan Professor of Law at the University of California Law SF and Director of the Center for WorkLife Law. Each lesson delves into one form of bias and has been shown to drive positive change in the workplace.

This course teaches:

- Creating an inclusive hiring process

- Identifying implicit biases in work assignments

- Onramping and offramping for leaves of absence and tips to support flexible work arrangements

- Conducting racially inclusive performance assessments

- Structuring and facilitating inclusive team meetings

Course Version
- 20 minutes

Languages
- English and translatable

Languages
- Your Organization's Logo

Interactive polling questions in the course give employers real insight into how learners feel about the concepts and culture skills presented. And Emtrain's innovative Ask the Expert feature gives learners direct access to course experts.

Lesson	Description
Prove It Again Bias	Learn how to identify and mitigate "prove it again" bias by understanding how gender and racial bias impact hiring and promotion decisions.
Tightrope Bias	Learn to identify "tightrope" bias and understand how stereotypes affect advancement opportunities for women, people of color, and other "out-group" members.
Maternal Wall Bias and the Motherhood	Recognizing "maternal wall" bias, and addressing the ways in which ideas about motherhood and gender roles creates barriers to women's advancement in the workplace.
Racial Stereotypes	Recognizing how individuals experience racial stereotyping in the workplace and their effects on performance assessment.
Tug of War Bias	Identifying how structures like tokenism and other biases create a "tug of war" or unproductive conflict between women, people of color, and other members of non-dominant groups.