



# Unconscious Bias: SHIFTing From Awareness to Action

**UNCOVER BIAS &  
UNLOCK  
POTENTIAL  
TODAY. BUILD  
CULTURE FOR  
TOMORROW.**

Bias is easy to see in others but hard to recognize in ourselves. *Unconscious Bias: SHIFTing from Awareness to Action* training equips learners to recognize their own unconscious biases, understand how and when they're most likely to arise, and apply practical strategies to reduce their impact at work.

Developed by SHIFT, the only HR compliance training company founded by employment attorneys, this course goes beyond checking the box to deliver lasting behavior change that protects culture, reduces risk, and helps businesses thrive.

## TRAINING OVERVIEW

Learners explore realistic scenarios that reveal the impact of bias from multiple perspectives including targets, bystanders, and decision-makers. The course turns awareness to action, helping employees build empathy, strengthen collaboration, and foster a culture of respect and inclusion. Available as a 30-minute employee or 40-minute supervisor course, or as four 10-minute modules.

## LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points help employees:

- **Learn** how to recognize their own biases
- **Understand** how their brains process bias on a deeper level
- **Create empathy and an awareness** of how biased actions and words may be perceived
- Practice strategies for **preventing and interrupting bias**

## WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization—tailored to your brand, your people, your policy. With dedicated support team for seamless implementation.

## BUILDING CULTURE THROUGH CONTINUED LEARNING

Training sparks growth—our Learning Journeys sustain it. Partner with SHIFT to design custom, expert-led programs that strengthen culture, deepen connection, and drive meaningful business outcomes.



10 - 40 Minutes



Mobile Friendly



Instant Certificate Download



English, Spanish (Others available)



Fully WCAG 2.1 AA Compliant

Flexible SCORM delivery options

Hosted by SHIFT or your LMS

Built for Compliance.  
Designed for Change.

## BEST-IN-CLASS HR COMPLIANCE & WORKPLACE CULTURE TRAINING SOLUTIONS



### SHIFT YOUR EXPECTATIONS OF COMPLIANCE TRAINING

**SCHEDULE A FREE ASSESSMENT WITH OUR EXPERT TRAINING TEAM**

-  Minimize risk exposure with **training built by top-rated employment law attorneys** with deep expertise in state, federal, and global mandates
-  Boost course completion and knowledge retention with **engaging and interactive courses designed by subject matter experts**, including social psychologists and legal experts
-  Stay protected against emerging risks with **content that evolves** alongside shifting workplace challenges, new regulations, and timely, relevant issues
-  Achieve lasting change with **empathy-based training that shifts mindsets and behavior**, with learning resources for reinforcement
-  **Bespoke customization** increases employee buy-in with training that reflects your brand, workplace, and industry
-  Save valuable time and resources with our **dedicated support team**, ensuring a smooth and seamless implementation

## YOUR CULTURE SHIFT BEGINS HERE

### HR COMPLIANCE COURSES

- Preventing Workplace Harassment and Discrimination
  - CA, CT, DE, IL/Chicago, ME, WA & NY/NYC compliant
  - Canada, UK, Australia, India & Global editions
- Preventing Workplace Violence
  - California & NY Retail Workers Safety Act
- Active Shooter & Active Threat Preparedness
- Code of Conduct: Cultivating Workplace Ethics & Preventing Bribery, Fraud & Corruption
- Bystander Intervention
- Preventing Workplace Bullying

**VIEW OUR FULL CATALOG**

### WORKPLACE CULTURE COURSES

- Civility in Action: Fostering Trust & Respect
- Building Psychological Safety for High Performing Teams
- Thriving in a Multi-Generational Workforce
- Building Employee Inclusion & Upstander Culture
- Unconscious Bias: SHIFting From Awareness to Action
- Unconscious Bias: The Impact of Microaggressions
- Building Cultural Competency
- Allyship in Action
- Transgender Inclusion in the Workplace
- Disability Etiquette & Beyond

### SHIFT IN MINUTES Power Skills in 10 Minutes

- Conversations that Count: Giving and Receiving Feedback
- Belonging in Action: Advancing Inclusive Workplaces
- Tuned in Teams: Effective Listening



**Higher Engagement**



**Increased Productivity**



**More Innovation**



**Better Business Results**

Built for Compliance.  
Designed for Change.