



The Jersey Shore Association for Human Resources October Webinar

Understanding Unconscious Bias by Andrew Botwin

"It's them, not me!" Many employees believe issues of bias are the result of other people, not themselves. The truth is, we **ALL HAVE BIAS**. As an HR community, the interest in understanding bias has grown over recent years. More recently, equality both in the workplace and in matters of social injustice have brought the subject to the forefront. As a result, we now have new opportunities to better understand and address this challenge. Understanding implicit bias creates possibilities to enhance relationships both in the community and within our organizations. As human resource professionals, organizations will expect and/or ask you to take a leadership role. Are you, as an HR leader, prepared and ready to better educate your employees? This interactive session will frame the conversation to further educate you on the truths around bias, offer explanations about different ways bias can manifest itself, and lead to discussions about the impact of bias on your employees and organizations. Get prepared to more confidently take this conversation to the next level – specifically, the positive impact on the success of your organization and your communities.

This presentation will cover the foundational groundwork discussion on bias. It will discuss how bias impacts social situations, attitudes, cultures, and emotional reactions. In addition, it will cover the impact of bias on co-workers, clients, job performance, and organizational success.

The learning objectives for this session:

- Gain a better understanding of Unconscious Bias
- Have an expanded understanding of the different forms of bias, where it comes from, and how as HR professionals you can identify it
- Realize that EVERYONE has biases. Increase participants' awareness that they themselves have biases and begin to understand what this heightened self-awareness can do to help them and their organizations address bias challenges
- Understand the impact of bias on the work environment

About the Speaker:

Andy Botwin owns Strategy People Culture and EEO Training, a combined offering of executive coaching; independent investigations; and training about sexual harassment, discrimination, and unconscious bias. Botwin is a "retired" N.J. attorney who also has more than 25 years of HR-related experience. He was instrumental in getting an organization recognized as a Fortune Best Place to Work in America. Botwin has been both HRCI (SPHR) and SHRM (SCP) certified, has special certification in workplace investigations, and has spoken to countless organizations on the topic of bias.

Thursday, October 8, 2020
8:30 a.m. – 10:00 a.m.

R.S.V.P. by **9:00 a.m.** on
Wednesday, October 7, 2020
online at:

<http://jsahr.shrm.org/events>
or admin@jsahr.org
or call JSAHR at 732-701-7155

Registration Fees

During this challenging time, JSAHR is offering this session as complimentary.

If you wish, make a monetary donation to support
[Fullfill - Monmouth & Ocean](#)
Hunger Won't Win Here

JSAHR will match total contributions up to \$1,000.

Special Notice

This program is pending approval for 1.0 SHRM PDC recertification credit and 1.0 HRCI General recertification credit.

JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.

Sponsored by:



This session may be recorded. Video, images and voice recordings may be taken during the session and shown at this and other JSAHR Chapter meetings. By entering the meeting, you are consenting to such use. If you object to the use of your image or voice, do not enter the meeting; please contact Christine Higgins @ 732-701-7155.