



Awareness of Biases & Implicit Racism: Inclusive Practices Training Course



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Course Overview

This training program is designed to help participants recognize, reflect upon, and reduce personal and systemic biases that influence interactions with marginalized communities. The course explores stereotypes, implicit racism, and organizational-level discrimination, equipping professionals with practical strategies to promote dignity, respect, and equity. Through interactive workshops, case studies, and role-play, participants will strengthen their cultural competence and learn how to apply inclusive practices within humanitarian, development, and organizational contexts.

Course Objective

- By completing this program, participants will be able to:
- Define and differentiate explicit vs. implicit bias and describe how stereotypes form.
- Explain mechanisms of implicit racism in institutions and their impact on services.
- Identify personal biases and triggers using guided reflection tools.
- Apply cultural humility to adapt communication across diverse communities.
- Prevent microaggressions and exclusionary behaviors in day-to-day practice.
- Assess policies, procedures, and team dynamics for structural discrimination.
- Propose inclusive reforms and peer-accountability mechanisms within teams.
- Use debiasing strategies and behavior-change techniques in decisions and service delivery.
- Design simple equity indicators and feedback loops for monitoring and evaluation.
- Integrate safeguarding and ethical principles to protect vulnerable groups.

Target Audience

- HR professionals and managers
- Program coordinators in humanitarian and development sectors
- Social workers and community engagement staff
- Policy makers and organizational leaders
- Trainers, facilitators, and educators



Targeted Organizational Departments

- Human Resources
- Diversity, Equity & Inclusion DEI
- Organizational Development
- Compliance & Safeguarding
- Community Outreach & Engagement

Course Offerings

- By the end of this course, participants will be able to:
- Recognize and address personal biases and stereotypes.
- Develop culturally competent practices that foster dignity and respect.
- Prevent discrimination by applying inclusive approaches in fieldwork and service delivery.
- Build trust and engagement with marginalized groups through inclusive communication.
- Analyze organizational structures to identify and address systemic bias.
- Implement debiasing strategies and peer accountability mechanisms.
- Monitor and evaluate inclusivity using equity indicators and feedback tools.
- Apply safeguarding and ethical frameworks to protect vulnerable communities.

Learning Methodology

The program combines instructor-led training, peer discussions, hands-on workshops, and case study analysis. Participants will engage in role-play, reflective exercises, and simulation-based learning, supported by pre- and post-assessments to track progress and impact.

Course Toolbox

- Self-reflection and bias identification frameworks
- Debiasing and behavior change techniques
- Organizational assessment tools for inclusion
- Communication guidelines for cultural sensitivity
- Safeguarding and ethical practice checklists



5-Day Course Agenda

Day 1: Foundations of Bias and Implicit Racism

- **Topic 1:** Definitions and types of bias explicit vs. implicit
- **Topic 2:** Origins and social conditioning of stereotypes
- **Topic 3:** Mechanisms of implicit racism in institutions
- **Topic 4:** Impact of systemic bias on marginalized communities
- **Topic 5:** Self-awareness: identifying personal triggers
- **Topic 6:** Guided reflection and group discussions
- **Reflection & Review:** Recognizing the roots and effects of bias

Day 2: Cultural Competence and Inclusive Communication

- **Topic 1:** Principles of cultural humility and responsiveness
- **Topic 2:** Adapting communication to diverse communities
- **Topic 3:** Avoiding microaggressions in service delivery
- **Topic 4:** Building trust with marginalized groups
- **Topic 5:** Empathy in practice: engaging across differences
- **Topic 6:** Role-play: inclusive communication scenarios
- **Reflection & Review:** Communication as a tool for inclusion

Day 3: Organizational Bias and Structural Discrimination

- **Topic 1:** Identifying bias in policies and procedures
- **Topic 2:** Recognizing exclusionary team dynamics
- **Topic 3:** Inclusive leadership practices
- **Topic 4:** Peer accountability and feedback mechanisms
- **Topic 5:** Case studies on institutional racism
- **Topic 6:** Developing inclusive organizational culture
- **Reflection & Review:** Addressing systemic barriers



Day 4: Tools and Techniques for Bias Reduction

- **Topic 1:** Debiasing strategies and behavior change methods
- **Topic 2:** Practical exercises in reducing stereotypes
- **Topic 3:** Building accountability systems
- **Topic 4:** Ethical dilemmas: simulation exercises
- **Topic 5:** Inclusive decision-making frameworks
- **Topic 6:** Monitoring and evaluating progress
- **Reflection & Review:** Applying tools to practice

Day 5: Safeguarding, Ethics, and Continuous Improvement

- **Topic 1:** Indicators of equity and inclusion in organizations
- **Topic 2:** Designing feedback and evaluation tools
- **Topic 3:** Safeguarding marginalized identities and vulnerable groups
- **Topic 4:** Ethical principles: dignity, respect, non-discrimination
- **Topic 5:** Developing a post-training action roadmap
- **Topic 6:** Continuous improvement strategies
- **Reflection & Review:** Building a long-term inclusive culture

FAQ

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

No prerequisites are required. A background in HR, development, or community engagement is beneficial, but the course is open to all professionals interested in building cultural competence and inclusive practices.

How long is each day's session, and what is the total duration?

Each daily session runs 4–5 hours, including discussions and activities. The complete course spans five days, totaling approximately 20–25 hours.

How will this course help me in my professional role?

The course provides practical frameworks, reflection tools, and inclusive communication strategies. Participants will leave equipped to improve workplace inclusivity, enhance service delivery, and support organizational reforms addressing systemic bias.



How This Course is Different

Unlike standard diversity or cultural awareness workshops, this training goes deeper by combining personal reflection, organizational analysis, and practical strategies. It uniquely integrates:

Real-world simulations and role-plays that allow participants to practice inclusive responses.

Organizational-level strategies, equipping leaders and HR managers to revise policies, reduce systemic bias, and foster inclusive cultures.

Ethical safeguarding frameworks, ensuring respect and protection for vulnerable and marginalized groups.

Monitoring and evaluation tools for measuring inclusivity and equity within organizations.

This comprehensive approach ensures participants not only recognize biases but also gain actionable skills to transform personal behavior and organizational practices.

Training Course Categories



Agile PM and Project Management Training Courses



Certified Courses By International Bodies



Communication & Public Relations Training Courses

Communication and Public Relations Training Courses



Data Analytics Training and Data Science Courses



Environment & Sustainability Training Courses



Finance and Accounting Training Courses



Governance, Risk and Compliance Training Courses



Human Resources Training and Development Courses



IT Security Training & IT Training Courses



Leadership and Management Training Courses



Legal Training, Procurement and Contracting Courses



Maintenance Training and Engineering Training Courses

Training Course Categories



Marketing, Customer Relations, and Sales Courses



Occupational Health, Safety and Security Training Courses



Personal & Self-Development Training Courses



Quality and Operations Management Training Courses



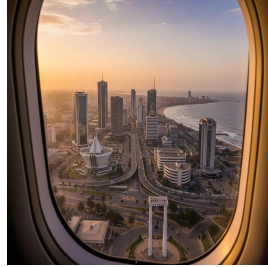
Secretarial and Administration Training Courses



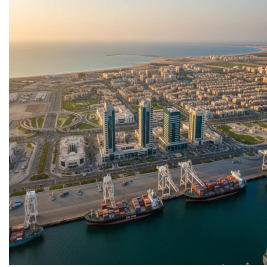
Training Cities



Abu Dhabi - UAE



Accra - Ghana



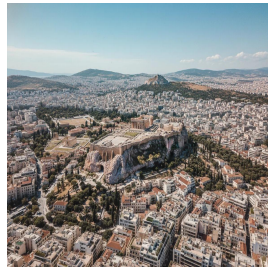
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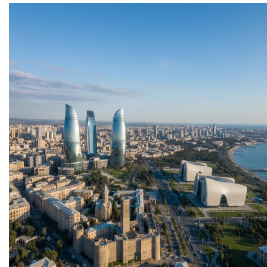
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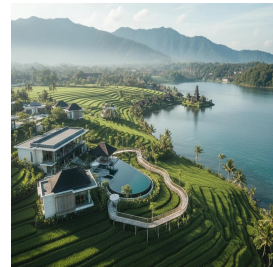
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Athens - Greece



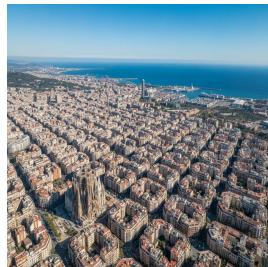
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Bali - Indonesia



Bangkok - Thailand



Barcelona - Spain



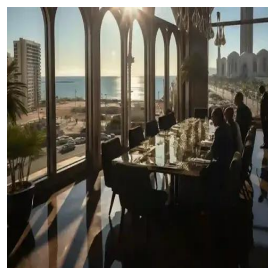
Berlin - Germany



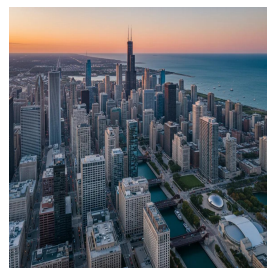
Cairo - Egypt



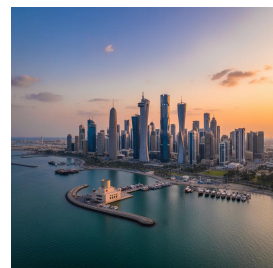
Cape town - South Africa



Casablanca - Morocco



Chicago - USA



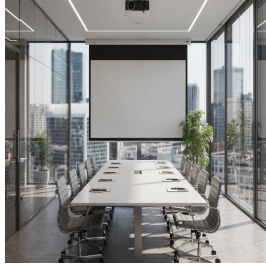
Doha - Qatar



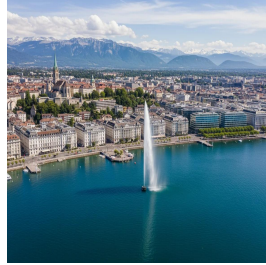
Training Cities



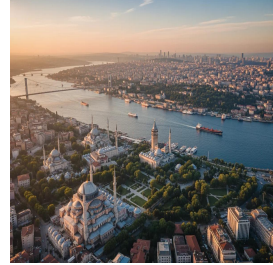
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Frankfurt - Germany



Geneva - Switzerland



Istanbul - Turkey



Jakarta - Indonesia



Johannesburg - South Africa



Kuala Lumpur - Malaysia



Kuwait - Kuwait



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London - UK



Madrid - Spain



Manama - Bahrain



Marbella - Spain



Milan - Italy



Montreux - Switzerland



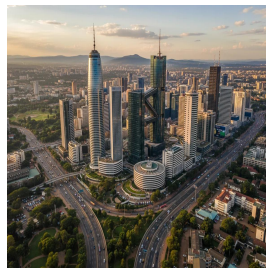
Training Cities



Munich - Germany



Muscat - Oman



Nairobi - Kenya



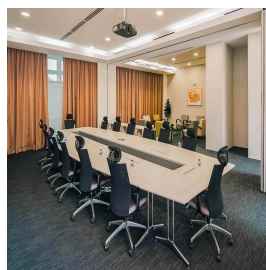
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Nice - France



Paris - France



Phuket - Thailand



Porto - Portugal



Prague - Czech Republic



Riyadh - Saudi Arabia



Rome - Italy



San Diego - USA



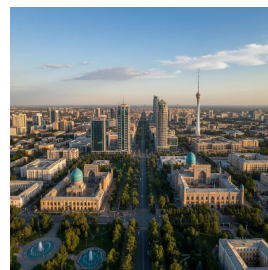
Seoul - South Korea



Sharm El-Sheikh - Egypt



Singapore - Singapore



Tashkent - Uzbekistan



Training Cities



Tbilisi - Georgia



Tokyo - Japan



Toronto - Canada



Trabzon - Turkey



Vienna - Austria



Zanzibar - Tanzania



**Zoom - Online
Training**

WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



AGILE LEADERS
Training Center

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