



The Forum on Workplace Inclusion Annual Conference
March 28-30, 2017
Minneapolis Convention Center

Date & Time: Wednesday, March 29, 2017 11:15 am–12:45 pm
Session: Lessons Learned from Implementing Unconscious Bias in a Large University System
Session Code: S2-D
Length: 90 minutes
Level: Introductory
Track: D&I Strategy; Leadership Development
Presenters: Leslie Traub, Cook Ross, Chief Consulting Officer
Dominic Perri, Cook Ross, Senior Consultant
Patrice Carroll, J.D., M.H.R., University of Kentucky, Human Resources, Director of Training & Development
Rosalyn Taylor O'Neale, Cook Ross, Principal Consultant

Description:

This workshop will address the topic of leading a Diversity and Inclusion culture change in a large university system. The session will explore the specific case of the partnership between Cook Ross and the University of Kentucky, who are currently engaged in a multi-year effort utilizing Unconscious Bias as a key driver in the University's Diversity and Inclusion strategy. The goal of this initiative is to shift the University culture around Diversity and Inclusion, through Unconscious Bias training, leadership development, and comprehensive review of systems and structures, from core curriculum courses to faculty search processes.

This workshop will explore the lessons learned from the early stages of this implementation, including 1) Implementation of a D&I initiative in a large and complex system, and 2) Unique challenges of the University environment related to Diversity and Inclusion and culture change. Participants will benefit from the lessons from an ongoing case study and have the opportunity to apply the insights gained to current challenges they face.

Learning Outcomes:

- Identify key learnings from implementation of Unconscious Bias in large, complex systems.
- Identify unique challenges of Diversity and Inclusion and culture change in university environments.
- Opportunity for participants to apply insights to similar situations they encounter.