

## 90 Minute Leadership



OD recognise the challenges our leaders have in managing time constraints and setting aside time for development activities. Short, intensive development sessions can be a useful way of learning. Rather than spending a full day covering a relatively wide range of topics, our "90 Minute" leadership sessions will focus on specific topics, concentrating on key issues rather than the broader picture.

The next session is:

### "Unconscious Bias – Waking Up To Discrimination"

20 years on from the Stephen Lawrence enquiry and MacPherson's damning report of institutional racism in the Metropolitan Police, organisations are being encouraged to review workplace practice and culture through application of 'unconscious' or 'implicit' bias training. But what is unconscious bias and will a better understanding really lead to fundamental change in addressing discrimination in the workplace and service delivery?

In this session, Alastair Low, NHSGGC Equality and Human Rights Team will be joined by Carol Young, Senior Policy Officer for the Coalition of Racial Equality and Rights (CRER), for a journey through the rise and rise of unconscious bias training. The session promises to provoke thought and reaction while getting to grips with some of the uncomfortable truths of discrimination in 21<sup>st</sup> century Scotland.

The session will be of use staff with line management responsibilities and responsibilities for planning and delivering services. By the end of the session participants should have a clearer understanding of responsibilities for identifying and tackling discrimination, and broader compliance with public sector equality legislation.

Who will benefit from attending this session?

Staff with line management responsibilities for planning and delivering services.

**Speaker:**

Alastair Low, Equality and Human Rights Team  
Carol Young, Senior Policy Officer for the Coalition of Racial Equality and Rights (CRER)

**Time:**

8:00am for 08:30am start - 10.00am finish

**Date:**

Tuesday 30<sup>th</sup> April 2019

**Venue:**

Room L0007, Teaching and Learning Centre, Queen Elizabeth University Hospital Campus

**Room available from 8.00am**

If you would like to attend, please complete the registration form and return to [Lisa.donnely@ggc.scot.nhs.uk](mailto:Lisa.donnely@ggc.scot.nhs.uk) by 15<sup>th</sup> April 2019

