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 Lord MacPherson’s damming 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 describe what we mean by unconscious or implicit bias and explain how, over time and if left unchecked, it can become a significant barrier to delivering services that are fit for purpose. The session promises to provoke thought and reaction while getting to grips with some of the uncomfortable truths of discrimination in 21st 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.

Date: Thursday 30th January 2020
Venue: Room L006 Teaching and Learning Centre, Queen Elizabeth University Hospital Campus