Unconscious Bias and the Mediation/ADR Process

This session focuses on strategies, issues, and insights into how Unconscious Bias impacts our perceptions, beliefs, and behaviors in today’s workplace. Real-world case studies and current research are provided to increase awareness of the elements of the Mediation/ADR process that may be impacted by biased communication and perception. The discussion includes: 6 ways Unconscious Bias sneaks into our language, perception, and decisions; techniques for avoiding the “Pygmalion Effect”; why we underestimate how universal stereotypes are; and how the same behavior can have different meanings to different observers.

Speakers:  Charles “Skip” Pettit  
President, International Training Consortium, Inc. and former Defense Equal Opportunity Management Institute Adjunct Faculty Member  
and  
Dr. Lester Hoffman  
Harvard University PhD & Faculty Member, Bias Expert, Researcher, and Author of 3 Books on Bias

Presented by the Interagency ADR Working Group, Workplace Conflict Management Section in coordination with the Department of Energy

Date: Thursday, January 29, 2015  
Time: Noon - 1:30 pm EST (Please allow extra time for security procedures)  
Location: U.S. Department of Energy  
1000 Independence Ave, SW, Room GJ-015  
(DOE Forrestal Small Auditorium)  
Washington, D.C. 20585

Travel by Metro: Green and Yellow Line - L’Enfant Plaza station (exit to Maryland Avenue) OR Orange and Blue Line - Smithsonian station (exit to Holocaust Museum/Bureau of Engraving and Printing).

To attend in person, please register by email to cindy.mazur@dhs.gov and provide name, citizenship, and agency/employer by January 22. Federal employees with an HSPD-12 government ID badge who know their ID password can authenticate their ID at a kiosk in the DOE lobby and do not need to register. If you don’t know your password, please register as described above. You do not need to register to call-in or participate online.

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