



CENTER FOR CREATIVE LEADERSHIP MBA PRACTICE OF LEADERSHIP WEBINAR

WORKPLACE INCLUSION: UNDERSTANDING HOW BIAS IS A KEY

Inclusion is the action or state of including or of being included within a group or structure. In the workplace it is important to be conscious that there is an inclusive environment as when you're inclusive you ensure that everyone in the group is feeling valued, ideas tend to be more diverse, and outcomes are greater with more engagement.

One thing that tends to hold up inclusion is bias. Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. In this webinar we will work to help you:

- Understand how our brain interprets information and the different filters through which we view and interpret the world
- Identify patterns in ourselves for evaluating, assessing, and working with other people
- Learn the ways of mitigating bias to improve individual and collective decision-making abilities by recognizing when bias may be playing a negative role
- Gain tips to help you break the habit of bias to recognize and move past this when it occurs for you

Speaker: Jennifer Martineau
CCL MBA Adjunct Faculty
President and Founder, Leap & Inspire Global LLC



Jennifer has committed her career to helping individuals and organizations improve through leadership development. During her 26 years at the Center for Creative Leadership (CCL), she has brought her expertise in research, evaluation, coaching, facilitation, and consulting to leaders as they were advancing in their careers, and to organizations that were transforming their cultures.

Along her career path, she experienced both the challenges and support that many non-traditional leaders (women, Black/Indigenous/People of Color, members of the LGBTQIA community) face as they climb the ladder.

Jennifer holds a B.A. in psychology from North Carolina State University and an M.S. and PhD in Industrial/Organizational Psychology from the Pennsylvania State University.

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