Highlights of this interactive presentation, workshop and dialogue include:

- A brief explanation of what unconscious bias is, how we all have it and how it develops. There’s no shame in having unconscious bias as long as we work to become aware of our personal and organizational biases and take steps to insure they don’t influence career impacting decisions.

- We specifically are going to explore the effects of unconscious bias in:
  - The Recruitment Process
  - The Hiring Process (selection committees)
  - Tenure Track Decisions
  - Retention and Promotion
  - Family Leave (workload concerns)
  - Leadership Track (the process of how to get there)
  - Gendered Job Expectations and Resulting Financial Implications
  - Pay Equity

Schedule

4:30 – Sharing Experiences to Navigate the Future: Kick-Off Conversation

5:00 – Presentation

5:45 – Interactive workshop

6:45 – Social Networking (light hors d’oeuvres will be served)

Your presence and participation is crucial as we hope to develop some action plans based on the outcome of this session.

Pam Hernandez, MAPP, PCC
Founder and President, The Right Reflection

Specializing in the areas of Balance & Resilience, C-Suite Transition, Diversity and Inclusion, Executive and Leader Development as well as Leading Change, Pam helps individuals and organizations “see clearly.”