

Understanding Unconscious Bias

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Summary

In this one-hour session, we're going to have an open, honest conversation about unconscious bias- those automatic assumptions we all carry without even realizing it. We'll talk about what it is, why it matters, and what we can actually do about it. Because even the most well-meaning comment or action can land harder than intended – creating discomfort, microaggressions, or worse. Expect real discussion, some personal reflection, and practical takeaways you can start using right away to show up more inclusively and help create a place where everyone feels like they belong.

Talking Points

We all have bias – it's about being human. And the goal is awareness

Bias shows up in everyday moments – who we gravitate toward, whose ideas we champion and the small decision we make without thinking twice.

Awareness is just the starting point – recognizing bias is step one, but we do with that awareness is what actual creates change.

Intent doesn't equal impact – even the lightest, most well-meaning comment can land heavily, leading to microaggressions or discrimination that leave a real mark on others.

Inclusion is a daily practice – it's not a one-time training or a box to check. It's a commitment to showing up with intention every single day.

Tracey's Bio

Tracey is a creative HR and learning and development professional who has successfully designed, developed and evaluated programs important to employee production, retention, management, growth and development. She can assess and analyze the overall organizational need and then provide the necessary process and/or training that

encourages and reinforces new behaviors that lead to increased productivity and successful outcomes.

Even though her first love is training, she has held several different titles in her career including communications manager, director of HR, and legislative analyst and political strategist, believe it or not. Today she is Director, Clinical Learning and Development for Ethos Veterinary Health.

Tracey earned her B.A from the University of Southern California and was a Jesse Marvin Unruh California State Assembly Fellow back in the late 1900s. Her hobbies include shopping, reading and creative writing, in that order. Her best and most significant accomplishment is her son, Cayton.

