



THE UNIVERSITY OF  
SYDNEY

# **Diversity and Inclusion Course: Cultural Intelligence and Unconscious Bias**

*Centre for  
Continuing Education*



# Diversity and Inclusion Course: Cultural Intelligence and Unconscious Bias



Unconscious biases are social stereotypes that influence behaviour. They are automatic, unintentional, deeply engrained and universal. No one is free from unconscious biases. Cultural intelligence is the ability to adapt, relate and work effectively with teams across cultures.

Understanding cultural intelligence and unconscious bias are useful capabilities when leading and building diverse and inclusive teams. During this course, we will blend these concepts to allow you to understand and then develop strategies and thinking that will help you build more inclusive teams and manage your own responses to diverse groups.

## Aims

This course aims to develop your understanding of:

- diversity and inclusion
- unconscious bias
- emotional and cultural intelligence
- strategies available to build a more inclusive workplace culture.



### Course duration

1 session, 8 hours total



### Time

9am - 5pm



### Format

Face-to-face, presenter-taught workshop



### Dates

Browse available  
[course dates](#)

## Intended audience

Suitable for supervisors and managers who wish to understand diversity and the concept of inclusion in a team or workplace context.

## Prerequisites

None



## Upon completion

Every participant receives a University of Sydney certificate of completion.



## Outcomes

By the end of this course, you should be able to:

- discuss and explain diversity and inclusion in the workplace context
- identify contemporary issues and perspectives on diversity and inclusion
- define and depict unconscious bias
- describe the benefits of diversity and inclusion
- discuss and interpret how to manage personal responses to diversity and inclusion in others and yourself
- understand ways to develop cultural intelligence.



## Content

This course will empower participants through the following framework:

Understanding diversity & inclusion + Identifying and combatting unconscious bias +  
Developing emotional and cultural intelligence = inclusive teams and workplaces.

### Topics:

- Defining diversity and inclusion - examples, importance and principles discussed
- Benefits of diversity and inclusion in practice
- Analysis of diversity and inclusion data
- Activity - Circle of Trust
- Definitions and discussion of the following diversity groups: People with a disability; LGBTBI; CALD; First Nations
- Unconscious bias - What is it? How do we identify it in others and ourselves?
- White privilege - What is it and what can we do about it?
- Intercultural struggles
- How to develop cultural intelligence
- Ways of overcoming bias and exclusion



## Delivery style

Face-to-face, presenter-taught workshop

## Materials

Course materials, including a presentation and a course booklet, are provided electronically.



## Organisational training and development

This course can be delivered as a private session for groups, and tailored to meet the needs of your business. Contact us to discuss our range of organisational training solutions.

[Learn more](#)



THE UNIVERSITY OF  
**SYDNEY**

We recognise and pay respect to the Elders and communities – past, present, and emerging – of the lands that the University of Sydney's campuses stand on. For thousands of years they have shared and exchanged knowledges across innumerable generations for the benefit of all.

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*inspire leadership*

**For more information**

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