

## **UNCONSCIOUS BIAS - THE NEXT GREAT CHALLENGE**

*Presented as a fast paced, informative one hour WEBINAR on Thursday March 26, 2009 at 11:00 AM CT and repeated on April 2, 16 and 30 .*

***\$65.00 PER REGISTRANT***

Is your business the next target for a discrimination lawsuit for “unconscious bias?” Will you become the next Walgreen’s, Home Depot, or FedEx? These companies were all sued by the EEOC for discrimination and they used unconscious bias as the basis for the claims. The EEOC said, “**You are guilty whether you know it or not.**” Insane, but true! And, the EEOC produces an expert who “swears” it is the truth. Unconscious bias is *illegal discrimination* according to the new section of the EEOC Compliance Manual that addresses issues of race and color. This is the manual EEOC field agents use.

### **TOPICS COVERED**

#### **DEFINING EMPLOYMENT BIASES**

- The Biases we know about and the Bias we are told is lurking around in our unconscious!

#### **GUILT BY STATISTICS**

- What statistics are they using to target you?

#### **E-RACE**

- What the EEOC is focusing on right now.

#### **IMPLICIT ASSOCIATION TEST**

- What they learned at Harvard? Is this test legit?

#### **VICTIMS OF UNCONSCIOUS BIAS**

- Who and how target companies are selected?

**What** can you do to protect yourself? Are you sure you have completed Step One? This webinar will address steps to take in each of the following areas that will protect you when the EEOC says you are guilty of **Unconscious Bias**:

- √ **The Selection System** – the steps
- √ **The Selection Training** – who, what and how
- √ **The Selection Documentation** – the proof
- √ **The Selection Tools** – how to use them
- √ **The Selection Audit** – quality assurance

### **YOUR FACILITATOR: NANCYE M. COMBS, SPHR**

NANCYE COMBS has had a distinguished career in Human Resources. She speaks, consults, writes, and offers expert witness testimony on workplace issues, including unconscious bias. She is President/CEO of HR Enterprise, Inc., in Louisville, KY and has 40 years of HR experience. She has been a CRI Partner for 22 years.

Nancye is the retained consultant for one of America's large trade associations and has 2,700 clients. She has been a featured speaker at the White House on programs with the President, the Vice President and Members of the Cabinet. She facilitates the SHRM Learning System at Bellarmine University that prepares Human Resources professionals for national certification. They say, "*She has no peer; she is simply the best.*" The pass rate for the class consistently exceeds the national average.

Nancye received the Award of Professional Excellence from the Louisville Society for Human Resource Management, which awards a scholarship in her name. She is a member of the Louisville Society for Human Resources Management and The Society for Human Resources Management.

Ms. Combs is accredited for life as a *Senior Human Resources Professional* (SPHR) for accomplishments in her field. Her work can be found on the Internet at many different sites and is used often as an authoritative source for those who do academic research.

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***Or call Audra Smith, Conference Coordinator, at (972) 641-5494 ext 115.***

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