

UNCONSCIOUS BIAS TRAINING

Company name : Nordea Investment Funds S.A.

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

In Unconscious Bias Training all NAM employees are invited to talk about different types of biases, coverings and privileges. The training includes simple and practical tools NAM employees can bring and use in their teams going forward.

Context

We all have biases. That is how the human brain works. Simply put, our brain makes mental shortcuts to process information faster. However, we risk applying biases in situations where it can create unintentional discrimination and result in poor decision-making. Unconscious bias can be a huge setback in creating a truly diverse and inclusive workplace. The problem with unconscious bias in our workplace is that it impacts our everyday business activities such as promotions, recruitments, talent identification and compensation.

Objectives

Our main objective with rolling out Unconscious Bias training is to foster an inclusive work environment where all NAM employees are more aware about own biases, so we can overcome our biases and make better decisions for NAM as an organisation and business.

Approach

In NAM we have decided to roll out Unconscious Bias Training for all employees during 2021. We will do this for teams and in leader groups to address the various settings where unconscious biases can appear and impact negatively.

Impact

When we dare to overcome our biases and collaborate with people with different mindsets we get challenged. As a result, innovation and creative thinking accelerate making us better at serving our clients. Furthermore, when we address our biases, we support a more diverse and inclusive workplace and take better decisions.