

# TRAINING UNCONSCIOUS BIAS

**Company name :** IMS LUXEMBOURG

**Activity sector :** Activités de services administratifs et de soutien

**Company category :** Fondation, Association, ONG

## Description of the action

Breaking down stereotypes and unconscious bias in the workplace

## Context

This training is part of the large list of training that IMS Luxembourg staff can follow.

## Objectives

Training and creating awareness about the stereotypes and unconscious bias and their influence on the workplace.

## Approach

Organise a three-hour dynamic workshop with an expert. The training consisted of a theoretical and practical section by Zoom.

IMS Luxembourg recorded the training so new colleagues can watch it.

## Impact

It is too soon to measure the impact on daily life.  
There was positive feedback after the training.

This training became a mandatory training for new employees.

## « To do »

- Create dynamic training using examples.
- Save a copy of the training so new colleagues can be trained too.

## « Not to do »

Create an unsafe and non-friendly environment during and after the training.