



The Neuroscience of Bias

Virtual – Wednesday February 15, 2023 – 6pm to 7:30pm (Atlantic)

ADR Atlantic Institute offers this virtual professional development workshop to ADR practitioners, Executive Directors, Community Leaders, Human Resources Professionals, Managers, Supervisors, and Union Representatives. This workshop will highlight the essential components to being bias aware within the dispute resolution process.

OVERVIEW OF THE TRAINING

In this 1.5 hour virtual workshop we will conduct an exploration of the flaws and assets of the human brain that will support the uncomfortable but necessary work of interrupting racist structures and systems.

Our brain has a mostly unconscious and instinctual system that has allowed for human survival throughout evolution by protecting us from harm. This system, while important evolutionarily, is also full of errors or “bugs”, also known as cognitive biases. While protective and efficient for life-threatening situations, in most modern life situations it activates more than is necessary, often unconsciously. This, in combination with actively “othering” systems and structures, skews decisions, conveys and interprets information inaccurately and changes our physiology creating aberrant cultural biases and stereotypes. Changing biased thought patterns is challenging but entirely attainable due to our indefatigably plastic (changeable) brain. Using the Straight As of Transformation as our framework, we will discuss ways to optimize our incredible brain plasticity to overcome our implicit biases’ oppressive nature for the most marginalized in society. Understanding the environments and practices that allow us to connect and support others includes creating diverse relationships and building familiarity and connection, the foundations of anti-racism.

At the end of this session, participants will be able to: • Identify the basic biology of bias • Understand what can overcome this biological predisposition • Apply the Straight As of Transformation to their own anti-racism work

ABOUT OUR FACILITATORS

Hayden Lee, Master Certified Executive Life and Leadership Coach and Dr Kelly Kent, a neuroscientist of Mastermind Institute.

COST: \$40 plus HST (ADRAI/ADRIC members)
\$60 plus HST (non-members) – registration limited

LOCATION: Virtual (you will be sent a Zoom link one day before the workshop)

DATE: Wednesday February 15, 2023
Workshop – **6:00pm – 7:30pm Atlantic**
6:30pm – 8pm NST
5pm – 6:30pm EST

Register at: [ADRAI – The Neuroscience of Bias](#) (use Ctrl+Click to activate link)

ADRAI will recognize this event for Professional Development purposes



Hayden Lee is a Master Certified Executive Life and Leadership Coach, holding the highest credential possible in the professional coaching industry and a co-founder of Master Mind Institute. Kelly Kent is a neuroscientist that connects her passion for the brain with all of her work, including as a school board member, corporate creativity consultant, business-owner, speaker, and her hardest job of them all, parent.