

ADR LUNCHTIME SERIES PRESENTATION

Unconscious Bias and the Mediation/ADR Process

This session focuses on strategies, issues, and insights into how Unconscious Bias impacts our perceptions, beliefs, and behaviors in today's workplace. Real-world case studies and current research are provided to increase awareness of the elements of the Mediation/ADR process that may be impacted by biased communication and perception. The discussion includes: 6 ways Unconscious Bias sneaks into our language, perception, and decisions; techniques for avoiding the "Pygmalion Effect"; why we underestimate how universal stereotypes are; and how the same behavior can have different meanings to different observers.

Speakers: Charles "Skip" Pettit

President, International Training Consortium, Inc. and former Defense Equal Opportunity Management Institute Adjunct Faculty Member
and

Dr. Lester Hoffman

Harvard University PhD & Faculty Member, Bias Expert, Researcher, and Author of 3 Books on Bias

Presented by the Interagency ADR Working Group, Workplace Conflict Management Section in coordination with the Department of Energy

Date: Thursday, January 29, 2015

Time: Noon - 1:30 pm EST *(Please allow extra time for security procedures)*

Location: U.S. Department of Energy
1000 Independence Ave, SW, Room GJ-015
(DOE Forrestal Small Auditorium)
Washington, D.C. 20585

Travel by Metro: ■ Green and ■ Yellow Line - L'Enfant Plaza station (exit to Maryland Avenue) OR ■ Orange and ■ Blue Line - Smithsonian station (exit to Holocaust Museum/Bureau of Engraving and Printing).

To attend in person, please register by email to cindy.mazur@dhs.gov and provide name, citizenship, and agency/employer by January 22. Federal employees with an HSPD-12 government ID badge who know their ID password can authenticate their ID at a kiosk in the DOE lobby and do not need to register. If you don't know your password, please register as described above. You do *not* need to register to call-in or participate online.

NEW: To join the online event and follow the presentation in real time go to: <https://usdoe.webex.com/usdoe/onstage/g.php?d=991904892&t=a> then click "Join Now" and enter **Event Password ADR1234** (it's case sensitive). Then follow the instructions to join the audio portion. To listen only via teleconference, please call 1-650-479-3208 and use access code: 991 904 892. **Please disregard the prompt for an Attendee ID by pressing # sign.** To submit questions to the speaker during the program, please use online chat or email victor.voloshin@eeoc.gov. Materials for this presentation will be posted at <http://www.adr.gov> several days before the program.