

OVERVIEW OF TRAINING COURSES - Attachment A

COMPANY	SHIFT HR COMPLIANCE	EVERFI TRAINING	KANTOLA TRAINING SOLUTIONS
COURSE TITLE	UNCONSCIOUS BIAS IN THE WORKPLACE	UNCOVERING UNCONSCIOUS BIAS	DIVERSITY & INCLUSION: A STEP-BY-STEP GUIDE FOR EMPLOYEES
LENGTH OF THE COURSE	20 Minutes	30 Minutes	18 Minutes
COURSE SUMMARY	Introduces employees to the important concept of Unconscious Bias and explores the impact of such biases on their work environment. Awareness-building activities help learners understand that we have biases, and teaches strategies to interrupt and neutralize these biases, guiding learners to be better employees, co-workers and friends. This course focuses on moving beyond awareness-building. Real-life interactive scenarios provide practical experience in making conscious decisions to move beyond bias.	Covers the concept of unconscious bias (implicit bias), strategies to combat unconscious biases and explains the damaging effects of unconscious bias with research studies and statistics. This course also covers unconscious bias in the hiring process and decision-making as well as tips and tricks for recognizing it.	Creating an inclusive environment in the workplace can be a challenge. Fortunately, these programs teach skills that make it easier for everyone to be more open, more respectful in our behavior, and more willing to help others get the job done. (Note: This training does not specifically address unconscious bias topic.)
COST	Over 500 employees -\$18/employee (approximately \$10,000/annually) 100 employees \$3,500/annually flat fee	Unlimited employees - \$20,000 annual flat fee. Package includes two other courses (Diversity & Inclusion and Harassment Prevention).	Over 500 employees (approximately \$4,125 annually) 50 or less employees (\$6.50 per employee plus administrative costs)
RELEVANCE	Relevant	Relevant	Limited Relevance