

# Addressing Bias, Power, & Privilege in the Workplace



This training invites individuals to reflect on their relative power and privilege within various aspects of their personal identities, while also considering the intersectional context of their clients, colleagues, and other stakeholders. Through personal assessment, group discussion, and multimedia, participants will define microaggressions, bias, power, privilege, and protected classes, and will learn to recognize how biased incidents interact with workplace laws. Finally, through group activity and roleplay, participants will develop personal strategies to intervene when witnessing the perpetration of damaging messages and embody what it feels like to respond in uncomfortable situations. Participants will:

1. Reflect on their unique combination of identities (age, ability, ethnicity, socioeconomic status, family status, education, immigration status, race, religion, gender, and/or sexual orientation) and develop empathy for people who do not share the same combination of identities.
2. Define implicit bias, stereotypes, and discrimination.
3. Practice recognizing discrimination in their professional context and explore ways to intervene.
4. Define power and privilege, and discuss how they manifest in the audience's context.
5. Brainstorm ways to be allies to colleagues, clients, and in our communities, including how to respond to biased incidents.

This workshop is most effective over 6 hours, though it may be shortened, lengthened, or offered in multiple sessions based on your needs. A 2-hour version is available for corporate clients. **For more information, contact Kelsey at (510) 516-4164 or [Kelsey@kelseypachaconsulting.com](mailto:Kelsey@kelseypachaconsulting.com).**



Kelsey Pacha, MA, M.Div. is a transman who has worked with marginalized communities for 15+ years. Kelsey supports the work of corporations, non-profit organizations, and other institutions in increasing their cultural awareness through programmatic consulting, education, and empowerment. He has presented workshops around the country, published academic resources on the impact of inclusive spaces for LGBTQ people, and serves as the current Board President of *Trans Bodies, Trans Selves*, working with thought leaders in mental health, medicine, policy, and culture in the transgender, gender expansive, and nonbinary communities and publishing a 650+ page resource by and for trans communities.