

Topic: Unconscious biases

Facilitators: Diversity agents Martina Marti and Tal Riva

Theodorou

Training languages: Finnish and English

Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences. There are two main types of bias to be aware of, conscious bias (also known as explicit bias) and unconscious bias (also known as implicit bias). Discovering your individual as well as organization's unconscious biases is one step towards a more diverse, equitable, and inclusive society and workplace.

Diversity Agents Martina Marti and Tal Riva Theodorou will share the science of unconscious biases and ways you can reveal your own biases. This is foundational in creating structural change, which moves us towards a more equal society with equal opportunities.

Training made specifically to the needs of your organization and work team are possible. Below are set packages to give you an idea of the range and depth of what is available. Depending on how many participants will be in the training, one or two diversity agents can be booked. Training can be held on location and/or online.

## **Packages**

### **Package 1: *Introduction to Unconscious biases***

- one 2-hour training
- introducing basic concepts and terms
- exercise on discovering one's own biases
- open discussion

#### Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.

### **Package 2: *Revealing one's own unconscious biases***

- one 3-hour training

- introducing basic concepts and terms
- exercise on discovering one's own biases
- unpacking biases at the workplace
- open discussion

#### Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.

### **Package 3: *Building a foundation towards equity with unconscious biases in mind***

- two 2-hour trainings (4 hours in total)
- introducing basic concepts and terms
- exercise on discovering one's own biases
- unpacking biases at the workplace
- identifying your organization's values
- introduction on how to develop and implement safer space guidelines
- open discussion

#### Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.
- You lay the foundation for strategic work towards more inclusion, diversity and equity in your organization by making sure everyone shares the same values at the workplace.
- You are given tools to start developing your own safer space guidelines.

### **Package 4: *Sustaining accountability***

- three 2-hour trainings (6 hours in total)
- introducing basic concepts and terms
- exercise on discovering one's own biases
- unpacking biases at the workplace
- identifying your organization's values
- introduction on how to develop and implement safer space guidelines
- identifying strategies to battle unconscious bias at the workplace
- understanding accountability and how to maintain it in the workplace

- open discussion

## Learning outcomes

- You are familiar with key concepts such as sustainability, anti-racism, diversity, equality, accessibility, structural change, accountability and inclusion.
- You are familiar with the working of unconscious bias in a work environment and start to develop sensitivity towards your own bias.
- You lay the foundation for strategic work towards more inclusion, diversity and equity in your organization by making sure everyone shares the same values at the workplace.
- You are given tools to start developing your own safer space guidelines.
- You are given tools to create strategies to battle unconscious bias in your own work.

## Inquiries and Bookings

Reach out to Martina Marti and Tal Riva Theodorou for more details on the content and how to personalize your training to fit the needs of your organization. Martina: [martina.marti@gmx.net](mailto:martina.marti@gmx.net) and Tal: [tal@theodorou.org](mailto:tal@theodorou.org).

General Culture for All diversity training inquiries go through Arlene Tucker at [arlene.tucker@cultureforall.fi](mailto:arlene.tucker@cultureforall.fi).

## Supplemental activities and features

- + Questionnaires (eg. pre and post): 100€ + 25,5% VAT
- + 1 hour follow up meeting: 100€ + 25,5% VAT / diversity agent
- + Recording of the lecture: +30%

NB: Responsibilities of the diversity agents does not include the organization of accessibility solutions for the meetings, such as interpreters and rental spaces. Travel and accommodation is not included in the fee. Travel and accommodation is agreed upon separately. If the training is held remotely, the organization is responsible for providing the communication platform, i.e. Teams, Zoom.

An additional 30€/hour will be added to the invoice when a diversity agent travels to a training further than 30k from their home.



Illustration by Alexandra Burda

## Diversity Agents

Diversity Agents are a network of arts and culture professionals who have multicultural backgrounds, strategic diversity skills as well as knowledge and experience of the work ethic in Finland. In addition, they have extensive creative and problem-solving skills and the ability to communicate information in an engaging and constructive way. Diversity Agents who have received accreditation from Culture for All Services are arts and culture professionals with special expertise and training in the field of diversity. [https://www.kulttuuriakaikille.fi/diversity\\_agents](https://www.kulttuuriakaikille.fi/diversity_agents)

Martina Marti (she/her)

**Areas of expertise and interest:** theatre, performance art, diversity and inclusion in arts and culture institutions, diversity and artistic processes, racism in theatre, unconscious bias

**Diversity training working languages:** Finnish, English, German

Martina Marti is a Helsinki-based theater maker, diversity expert and translator. Originally from Switzerland, she studied drama and theater studies in Canterbury and Paris and completed her master's degree (MBA) with a focus on arts management. Along her artistic work Martina works as a curator, diversity agent and translator. In the years 2017-2019, Martina worked at the Culture for All Service as a diversity trainer and educated arts and cultural institutions as well as upcoming diversity agents. Nowadays she gives diversity training to a wide range of organizations such as theatres, museums, funding bodies and associations.

**Read more about Martina here:**

[https://www.kulttuuriakaikille.fi/diversity\\_agents\\_martina\\_marti](https://www.kulttuuriakaikille.fi/diversity_agents_martina_marti)

Tal Riva Theodorou (she/her)

**Areas of expertise and interest:** Music, orchestra, integration, intercultural communication, mediation, unconscious biases and conflict resolution

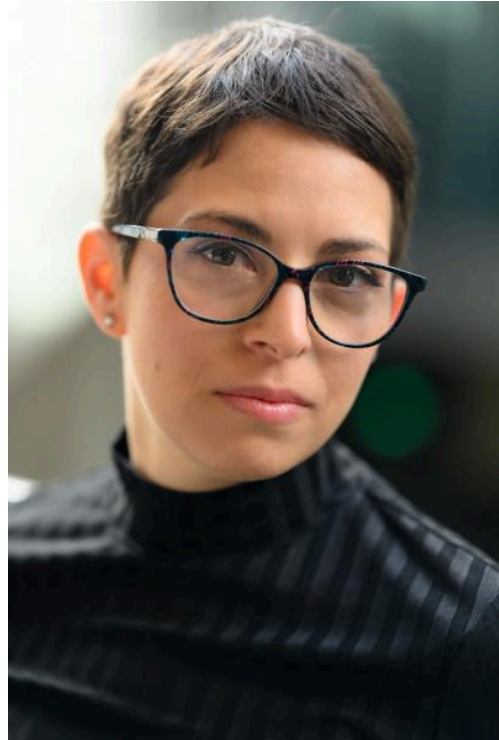
**Diversity training working languages:** English, Hebrew, German

Tal is a professional musician (viola) with Masters in Performance-Chamber Music from the Hochschule für Musik "Hanns Eisler" Berlin. She has more than 20 years of experience on stage as an orchestra and chamber music musician. Tal collaborates as a freelancer with orchestras such as Finnish Radio Symphony Orchestra, Helsinki City Orchestra, the Orchestra of the Finnish National Opera and Ballet, Radio Symphony

Orchestra in Berlin, Turku Philharmonic Orchestra and she is a member of the "West Eastern Divan Orchestra". Tal is a certified Cultural Diversity and Sustainable Development Dialogue Cards workshop facilitator.

**Read more about Tal here:**

[https://www.kulttuuriakaille.fi/diversity\\_agents\\_tal\\_riva\\_theodorou](https://www.kulttuuriakaille.fi/diversity_agents_tal_riva_theodorou)



On the left is a picture of Martina. On the right is a picture of Tal.