**Why explore Unconscious Bias?**

Unconscious Bias (UB) is increasingly in the news, as an explanation for people’s discriminatory behaviour and as a way of addressing such behaviour, e.g. through UB training.

Interpreters have said that training would be useful to help understand more about UB, and so this is a workshop to address that.

Discussion of UB then naturally leads us into an exploration of how we evaluate some of the norms that contextualise and influence the way we think about ourselves and others, what we see, and so how we work.

**What will we cover?**

In this very interactive workshop, where all of our thinking on and experience of these issues will be useful, we explore three main areas:

**(1) Unconscious Bias (UB):** What is Unconscious Bias, the Implicit Association Test (IAT) and UB in the real world.

**(2) Unconscious Bias and the Interpreter / Translator:** How does UB impact on interpreters / translators?

**(3) Unconscious Bias and interpreting / translation:** The challenge for interpreters and translators and strategies to address UB.

During the morning, Unconscious Bias and the IAT will be explored, then in the afternoon this thinking will be applied to our profession and ourselves, using examples to focus discussions. The day will conclude by looking at what we can do and next steps.

**Who are we?**

Josef Baines and Darren Townsend-Handscomb will be delivering the taught sections, and facilitating the discussions.

As this workshop will focus on bias and discrimination, we want you to note before you book to attend, that whilst there are many facets to our identities, both Josef and Darren are white, middle aged (Darren at least), middle class, men. If this is a barrier to your participation in this workshop, then let us know, and we can let you know if the workshop is being run again in future with different facilitators.

Please note that the workshop will be delivered mainly in BSL (Josef is a deaf BSL user). If this is a barrier to your participation, please let us know.

**Who is the workshop for?**

The workshop is aimed at trainee and registered interpreters and translators, deaf and hearing.

**Before and after the workshop:**

This workshop is introductory, and we cover a lot of different concepts and ideas. To get the most of this opportunity, before the workshop you’ll need to do the Implicit Association Test (IAT) online (information will be emailed once you’re booked on a workshop).

And then after the workshop you can explore these ideas further through reading (we’ll send you a suggested reading list) and activities that you can do yourself or with peers (we’ll send suggestions).

**Other information:**

The day runs 9:00 arrival for 9:30-5:00.

We work to ensure that this is a safe space in which to think. This means that questions and discussion will be encouraged, but challenging people’s lived experience will not. We will follow Chatham House rules for confidentiality.

We are likely to be talking about issues that carry a lot of emotional weight. The workshop organisers will work to ensure that the day is productive and supportive; however we will not be able to offer support outside of the workshop on issues that might arise.