

Unconscious bias affects every area of our lives. We tend to like people who look like us, think like us and come from backgrounds similar to ours.

Everyone likes to think he or she is open-minded and objective, but research shows that the beliefs and values gained from family, culture and a lifetime of experiences heavily influence how we view and evaluate both ourselves and others. In business, bias can be costly. It can cause us to make decisions that are not objective and ultimately miss opportunities. To begin a real process of change, we need to look at our own unconscious bias and move away from these potentially damaging beliefs.” **Allison V. Manswell, CPLP**



Allison V. Manswell, CPLP is a seasoned HR and talent management professional with experience working with Fortune 100 companies like Exelon, PepsiCo, Lowe's, State Farm, and Johnson & Johnson. Her expertise includes organizational, leadership and executive development, and diversity and inclusion. She has held leadership roles responsible for strategy development, program execution and change management.

In addition to the industry credential as a Certified Professional in Learning & Performance (CPLP), Allison holds an MBA in leadership. She also holds a BA in Justice and Law Enforcement and started her career with the Royal Canadian Mounted Police and has worked with Revenue Canada. Allison has also been an adjunct faculty member in classroom and online learning environments for bachelor and master's degree programs.

Allison is the author of *Listen In: Crucial Conversations on Race in the Workplace* and serves as a thought leader and subject matter expert on race relations and talent management. Her other publications include *The Champions' Ride: Success Skills from an SUV*, a character-building curriculum for elementary, middle and high school students used in school systems nationally and internationally. Allison enjoys working with adults as a life coach and mentoring youth. Most importantly, she is the proud mother of three "millennial roommates" who inspire her every day.