



American Society for Quality ([www.asq.org](http://www.asq.org)) – Washington DC and Maryland Metro, Section 509 ([www.asq509.org](http://www.asq509.org))

Biomed/Biotech Special Interest Group (SIG) Meeting  
(<http://www.asq509.org/ht/d/sp/i/31557/pid/31557>)

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## “Navigating Through Unconscious Biases: In Your Community and Workplace”

To be presented by

**Oliver C. Allen, Jr., MS**

([ocalen@tadslc.com](mailto:ocalen@tadslc.com))

Chief Executive Officer

Training and Development Strategies, LLC

### Thursday, November 17, 2016

6:00 – 6:20 PM – Networking; Pizza/drink

6:20 – 8:45 PM – Program

8:45 – 9:00 PM – Door-prizes drawing; Networking

**Online Registration site:** <http://www.asq509.org/ht/d/DoSurvey/i/35817>

**Open to Public** –

**\$5:** [non-ASQ members](#) to cover pizza/drink cost;

**Free:** ASQ members, veterans, senior citizens, past speakers, US PHS Commissioned Corp officers, teachers, students, interns, residents, postdocs, FDA Commissioner’s Fellows, MJ-DC members, NTUAADC members, CAPA members, NTMUADC members, CKUAADC members, NTHUAADC members, NJTUAADC members, CCACC volunteers/employees, FAPAC members, CBA members, AAGEN members, NCARSQA members, OCA-DC members, AAMB members, ACAP members, DC Leaders Club members, BioTrain volunteers, and current job-seekers

**Location:** Kelly’s Deli Conference Center, 7529 Standish Place, Rockville ([Derwood, for GPS users](#)), MD 20855

**Registration Deadline:** Please register by **Thursday noon, November 17, 2016.**

**Question:** Please contact Dr. C.J. George Chang, Chair of Biomed/Biotech SIG, ASQ509; [gchang2008@yahoo.com](mailto:gchang2008@yahoo.com) or 240-793-8425 (cell).

**Driving directions: By Cars:** From I-270 (N or S bound): Take Exit 9A and exit from the FIRST right exit; turn left (east) onto Shady Grove Dr.; turn right (south) onto Rockville Pike (**Route 355**); turn left (east) onto East Gude Dr.; turn left (north) immediately onto Crabb’s Branch Dr.; turn left (west) immediately onto Standish Place. The first building on your right side is 7519 Standish Place; open parking). [The venue is on the first floor of 7529 Building with its external entrance opposite to the left side of 7519 building main entrance.](#) **By Metro trains:** Off from Red Line **Shady Grove Station**, and take RideOn **Route 59 TOWARD ROCKVILLE** and get off from “**Calhoun Place**” stop. Standish Place is next to the Bus stop. Our venue is within 2 min of walking distance from the stop.

## Summary

For years people have been making decisions that negatively impact various groups in promotions, contracts, developmental assignments, succession planning, recruitment, and hiring. The uniqueness of this dilemma is that many of these decisions are not by devious people with devious motives but rather by well-intended people who are unaware of their biases. In fact, if you are human, you can be assured that you have some biases. However, it is not a question of whether we have biases instead it is about how we navigate effectively through our biases in our decision-making.

This dynamic and interactive workshop is designed as a compass to aid leaders and future leaders to identify their personal biases and how to manage these biases effectively in the decision-making process. Participants will develop a deeper understanding of the various lenses they use to view and judge others in their work environment, as well as in their personal lives. Participants will also have a broader perspective on how values, perceptions and stereotypes corrode the equity, diversity and inclusion in the workplace.

### WHAT WILL YOU LEARN

- A. Identifying unconscious bias
- B. Cultural and the unconscious
- C. Unconscious bias and the decision-making process
- D. Understand the impact of micro-inequities and micro-aggression
- E. The impact of perception and stereotypes
- F. Shifting from bias overdrive to neutral
- G. Confronting Biases
- H. Creating a more conscious organization
- I. The road to inclusion

**Speaker's Bio:** Mr. Oliver C. Allen, Jr. is a renowned and dynamic **national speaker** with over 28 years of leadership and training experience. He has served in numerous senior leadership positions with the Federal government and in the military and currently is the **CEO** for Training and Development Strategies, LLC. He is also an **adjunct faculty member** with the University of Phoenix with a focus on advanced career development and organizational management. He is the **recipient** of the Attorney General's Award for Equal Employment Opportunity and the Justice Management Division's Leadership Collaboration Award.



As a national speaker, Oliver infuses his audiences with storytelling, simulated exercises, gamification and life experiences to ignite interactive discussions and learning. With his keen sense of humour and consciousness of today's and tomorrow's millennial workforce, he synergizes his audiences to a better understanding of themselves as well as their potential. He has presented at numerous national conferences and Federal, state and private organizations. Oliver has also been a **feature speaker** on the Federal News Program "FEDTalk".

Oliver received his Bachelor of Science degree in Business Administration from Strayer College and a Master of Science in Administration in Human Resources from Central Michigan University. He is a **certified Myers Briggs Type Indicator instructor** and a **certified facilitator** for the Strength Deployment Inventory. He is a **member** of the Association for Talent Development, the Society for Human Resource Management, the Association of the United States Army and serves on the **advisory board** for Training Management Alliance Inclusion Summit. Oliver has two adult children, two adorable grandchildren, and resides with his wife, Marietta in Manassas, Virginia.

This event is cosponsored by NTU Alumni Association DC Chapter ([www.ntuaadc.org](http://www.ntuaadc.org)) and Chinese American Professional Association DC Chapter ([www.capadc.org](http://www.capadc.org)).