

# Cemex Unconscious Bias

42,000 Employees in 50 Countries | 996 Learners in Course

Learners were asked to complete daily tasks during the Week of Awareness. As opposed to a single action plan or reflection, learners were tasked with simple “micro behaviors” to try, which could ultimately negate negative “microaggressions,” which can permeate a non-inclusive workplace.

Learn more [here](#)

## Some of these prompts included:

- **Recognizing surprises:** when you create a snap judgment about someone, that ultimately turned out to be untrue
- **Engaging in mindfulness:** a simple, 5-minute meditation can result in less “rapid-fire” judgements that can result from implicit bias
- **Connecting with someone different:** having a conversation with someone outside of your affinity group to learn new perspectives

## Action-Driving Comments & Submissions

**Laura Vivanco**  
On Monday I had a meeting with a partner of a big data analytics business school. I expected to have a conversation with a millennial “techie”. My surprise was that he was on his sixties, with a deep knowledge of different analytical tools and a super passionate life around technology. My unconscious bias was that sometimes we think digital technology is for young people, when it is not true.

**Cynthia Mo...**  
Thanks for sharing Laura. I think not only regarding technology but in almost every aspect we tend to disregard elder people, having ideas about how they can't do many things because of their age. It may happen also with young people, I've met young people not so tech savvy, so the thing is to stop and get to know the person and not pay so much attention on their age for what they can and can't do.

**ALICIA**  
Laura, I think this is a very common judgement regarding people in their 50's or 60's but it is not accurate. It also happens the other way around to young people, but it is good to have the opportunity to know people from all ages and backgrounds, and tell our brain that things can be different to what we expect.



**500+**  
comments given

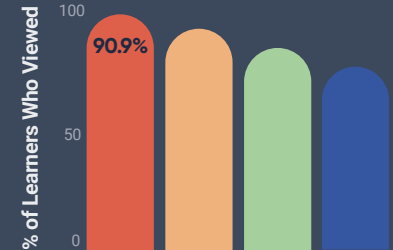


**2.5**  
average  
learner-received  
comments



## High Engagement Video Content

- Video from Executive
- NovoEd Intro
- Unconscious Bias Test
- A Week of Awareness



"I was not aware of how my unconscious biases were embedded in my brain.

Once you start to realize it during the course it gives you the opportunity to improve and be aware of this and have a second thought when taking decisions of making assumptions." - Germán, Participant in *Unconscious Bias*