# Cultural Bias & Social Identity
## in the AI Era

*See the bias clearly.*
*Stay grounded in who you are.* ***Dream forward, together.***



VIRTUAL · 4 WEEKS | FOR LEADERS & TEAMS

MONDAYS · NOV 2–23 · 7 PM ET

PARTIAL SCHOLARSHIPS AVAILABLE

*"Awareness that fortifies."* | High Dreaming: The Bridge at the Heart of This Workshop

ABOUT THIS WORKSHOP

## This workshop starts where most trainings stop.

AI is now part of how people get hired, evaluated, and heard at work. It is also part of how bias moves faster and hides better, disproportionately affecting people from marginalized communities and across the Global South. **Spotting it is only the beginning.**

> *"Awareness alone can leave people feeling exposed. This workshop is built to leave them feeling grounded."*
>
> ECG EDGE ACADEMY

### Asserting Cultural Identity: Confronting Biases

In designing this experiential workshop, we intended to bridge the tensions and hopes around this amazing technology, artificial intelligence (AI), to help people separate the noise from the realities of its impact on the socio-economic sectors of their lives. Yes, the dangers of AI are real, so is driving a car or walking the busy streets. So we can meet those dangers head-on while preparing to acquire these technological skills and stay relevant in the workplace. More importantly, this workshop helps participants recognize how AI tools reinforce cultural stereotypes, so they can then build something sturdier on the other side of that awareness: a clearer sense of who they are that no algorithm can quietly chip away at. That grounding is not built alone. It grows in community, in the company of people who see themselves clearly.

### Who It's For · Leaders, HR Teams & Communicators

Anyone using AI to hire, evaluate, create content, or reach the communities they serve. You will leave with practical tools to evaluate AI-assisted work for bias, write inclusive prompts, and build practices that protect dignity and equity for every social identity.

THE JOURNEY

# Four Weeks. One Bridge.

From seeing bias clearly, to standing steady, to building better together, to high dreaming.

WEEK 1

## Build Awareness

*Where does bias enter, and whose reality does it erase first?*

How AI bias moves through hiring, contracting, and platform design, and why it is usually an inherited pattern, not a technical glitch.

WEEK 2

## Strengthen Identity Fortitude

*What holds steady in a person or a community when a system gets them wrong?*

The difference between being informed about bias and being destabilized by it. Grounded selfhood, built in relationship.

WEEK 3

## Revise and Monitor

*If bias is not a bug to fix once, what does ongoing accountability look like?*

Why point-in-time reviews miss drift, and practical, dialogic monitoring tools to bring back to your own team.

WEEK 4

## Dream Forward

*What becomes possible once a community stops just defending itself against harm?*

Moving from harm reduction to generative imagination. Leave with a high dreaming statement for your own organization.

WHAT YOU WILL GAIN

# Clarity, Confidence, and a Practice That Lasts.

- **Build awareness:** identify cultural bias in AI systems and digital platforms
- **Strengthen identity fortitude:** a grounded sense of self, not defined by what a system gets wrong
- **Revise and monitor** bias in AI-assisted hiring, evaluation, and feedback over time
- **Spot with confidence:** detect stereotypes and discriminatory language in AI-generated communication
- **Create inclusive AI prompts** and processes that work across diverse groups
- **Dream forward: practices where AI amplifies dignity, equity, and possibility**

## High Dreaming

The space between seeing a problem clearly and imagining, together, what a better version of the work could look like.

MEET YOUR FACILITATORS

# Guides Who Lead in Community.

Practitioners in leadership, learning, storytelling, and inclusion, rooted in the African and the wider diaspora.



## Chelsea Rose

**TECHNICAL ADVISOR**

Chelsea Rose is a young Barbadian professional passionate about leadership and learning development. A graduate of the University of the West Indies with a degree in Management, concentrating in International Business, she brings deep insight into business administration and digital systems to help professionals from diverse backgrounds become more technologically savvy. As Technical Advisor at this Workshop, she serves as the key contact, helping participants and the executive team navigate the Learning Management System (LMS) and gain a rich workshop experience.



## Amber PaloSanto, Ed.D.

**LEAD FACILITATOR AND CO-DESIGNER**

Amber is an experienced higher education professional with a background in multicultural affairs and leadership development. Amber is passionate about inclusion, human development, and exploring unconscious group and organizational dynamics through the Tavistock methodology, restorative justice practices, and intergroup dialogue. Amber holds a Doctorate in Education with an Urban Leadership Specialization from Johns Hopkins University. Their thesis and dissertation focus on topics of inclusion, belonging, and self-actualization of minoritized collegiate students. They currently work at the University of Pennsylvania and sit on the Board of Directors for the Difficult Dialogues National Resource Center.



## Linda M. Deane

**STORYTELLER & LEARNING GUIDE**

Linda is a Barbadian writer, editor and storyteller. She is co-founder, with Robert Edison Sandiford, of the publishing and cultural entity ArtsEtc, and co-editor of *Shouts from the Outfield: The ArtsEtc Cricket Anthology*. Her writing for children and adults has earned her multiple awards including Barbados' Governor General's Award of Excellence in Literary Arts. Linda is an advocate for communication and healing through storytelling, and is a creative writing and learning guide known as The Summer Storyteller. She is a founding member of the literary group Writers Ink Inc., a co-creator of the Bridgetown Literary Bus Tours, and project leader of ArtsEtc's storytelling and publishing initiative 4 Love of Barbados. Her debut chapbook of poetry *The FireFly Dreams and Other Quirks of Light* was published in 2025.



## Omowale Elson

**CHIEF STRATEGIST & DESIGN LEAD**

Omowale Elson is dedicated to developing the next generation of leaders, embodying the spirit of Ubuntu, "I am because we are," in his teaching, systems design, and leadership. He holds a doctorate from Howard University and an executive certificate in Design Thinking from MIT. Since 2001, he has shaped emerging leaders at the University of Maryland Global Campus and three other universities, fostering critical thinking and belonging. As Chief Strategist and Design Lead at Elson Consulting Group, LLC, he helps organizations navigate transformation with clarity and purpose. His research bridges decolonial leadership, gender equity, and Afro-Caribbean Spiritual Systems.

HOW IT WORKS

# Fully Virtual. Fully Live. Fully Grounded.

Four live, experiential sessions with facilitators invested in your growth. Real cases, real dialogue, and practical assessment tools you can bring back to your team the following week.

- Virtual Delivery
- Live Facilitators
- Four Weekly Sessions
- Partial Scholarships Available
- Cohort-Based Learning
- Practical Assessment Tools
- Certificate Awarded
- High Dreaming Every Session

THE HIGH DREAMING PROMISE

## “Awareness that does not just inform people, but fortifies them.”

A grounded sense of self is not built alone. It grows the way it always has: in relationship, in community, in the company of people who see you clearly. When a group stops just defending itself against harm, it starts building toward something worth wanting.

# Join the November Cohort.

Help your organization use AI to extend its reach without erasing the people it exists for.

Mondays · Nov 2, 9, 16 & 23 · 7:00 PM ET  Live virtual cohort

CHOOSE YOUR PATH

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