



CUB@WORK PROJECT NEWSLETTER

No. 2
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1. About the project



Unconscious cultural preconceptions and stereotyping in general, towards skilled and suitable potential candidates with a migrant background, can make recruitment of suitable candidates and integration into daily work processes of the migrant workforce very difficult, with adverse consequences for companies, the workforce as well as for the broader society.

With well-trained management and recruitment staff who are aware about **unconscious bias** and able to deal with it, SMEs will be able to participate more successfully in the War for Talents and to recruit suitable personnel.

By providing tools enabling understanding, reflection and strategies to manage **cultural unconscious bias** in the workplace, the CUB@Work project contributes to social inclusion and non-discrimination in the workplace.

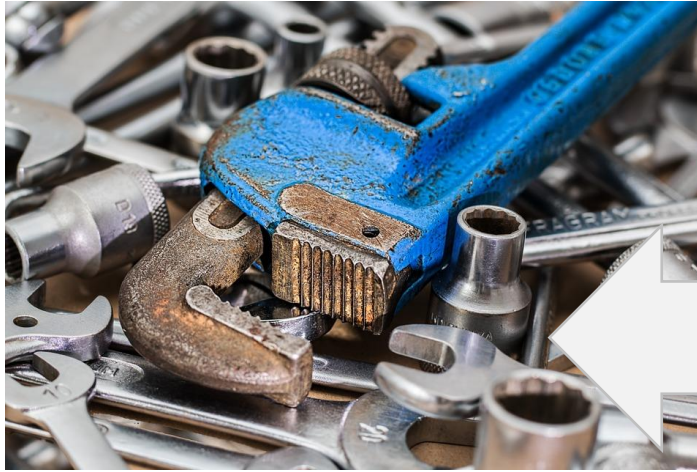
CUB@Work target groups

The main target groups of the project are:

- MANAGEMENT AND RECRUITMENT STAFF OF SMEs
- VET TRAINERS AND PUBLIC OFFICIALS RESPONSIBLE FOR VET POLICY



2. Planned results



The Unconscious Bias Sensitisation Toolbox

An online resource to make HR management and recruitment staff of SMEs aware of the phenomena of cultural unconscious bias. The toolbox includes a self-profiling test, real life video case studies and an unconscious mind quiz to assess, analyze and make staff aware of their own cultural unconscious bias. Furthermore, the toolbox contains a glossary, dos and don'ts and recommendations for SMEs.

RESULTS



CUB@Work online training course

The online course, implemented as an Open Educational Resource, includes 4 training modules on cultural unconscious bias aiming at enhancing key competences of entrepreneurs and recruitment staff in SMEs.

3. What happened so far?



Meeting in Torino

On the 5th of October 2021 the partners involved in the CUB@Work EU-Project met in Torino, Italy to discuss the progress of the project. Thanks to the possibility to meet in person (for the first time since the project started!), the meeting was particularly successful on relational and content level. The focus of the meeting was on the completion of the Unconscious Bias Sensitization Toolbox and the Training Material



Video Case Studies

One important element of the Unconscious Bias Sensitization Toolbox is the video case studies based on real life situations. Partners worked on them during the first year of the project and brought them successfully to completion. The video cases present eight situations where cultural unconscious bias occurs in SMEs and discusses strategies to overcome the bias.



More Elements from the Toolbox

Partners have finalised in due time the other elements of the Sensitization Toolbox, namely the Quiz, the Dos and Don'ts, the Recommendations and the Glossary. These tools will help the users to recognize and reflect on their own (cultural) unconscious bias.

4. What are the next steps?



Meeting in Valencia

The 4th meeting in Valencia (Spain) in April 2022 will be the next opportunity to discuss the results of the work on Intellectual Output 2, the Training Material and the next steps of the project.



Training Material

Until the end of the year, partners are busy producing the content for the Training Course. The course consists of 4 modules on cultural unconscious bias which focus on SMEs. Partners started off by deciding on the structure and content of the single modules. A peer-review will guarantee the quality of the content. After the language check, partners will finalise their versions.



Reflections on the Project

The work on the content of the project results also allowed each project team member to work very personally on their own (cultural) unconscious bias. This is a very valuable and unexpected result of the interesting work that the project team does.

5. Meet the Partners



DENMARK

BRAINLOG

GERMANY

assist Gesellschaft für Unternehmensberatung und
Personalentwicklung mbH

IRELAND

Munster Technological University

ITALY

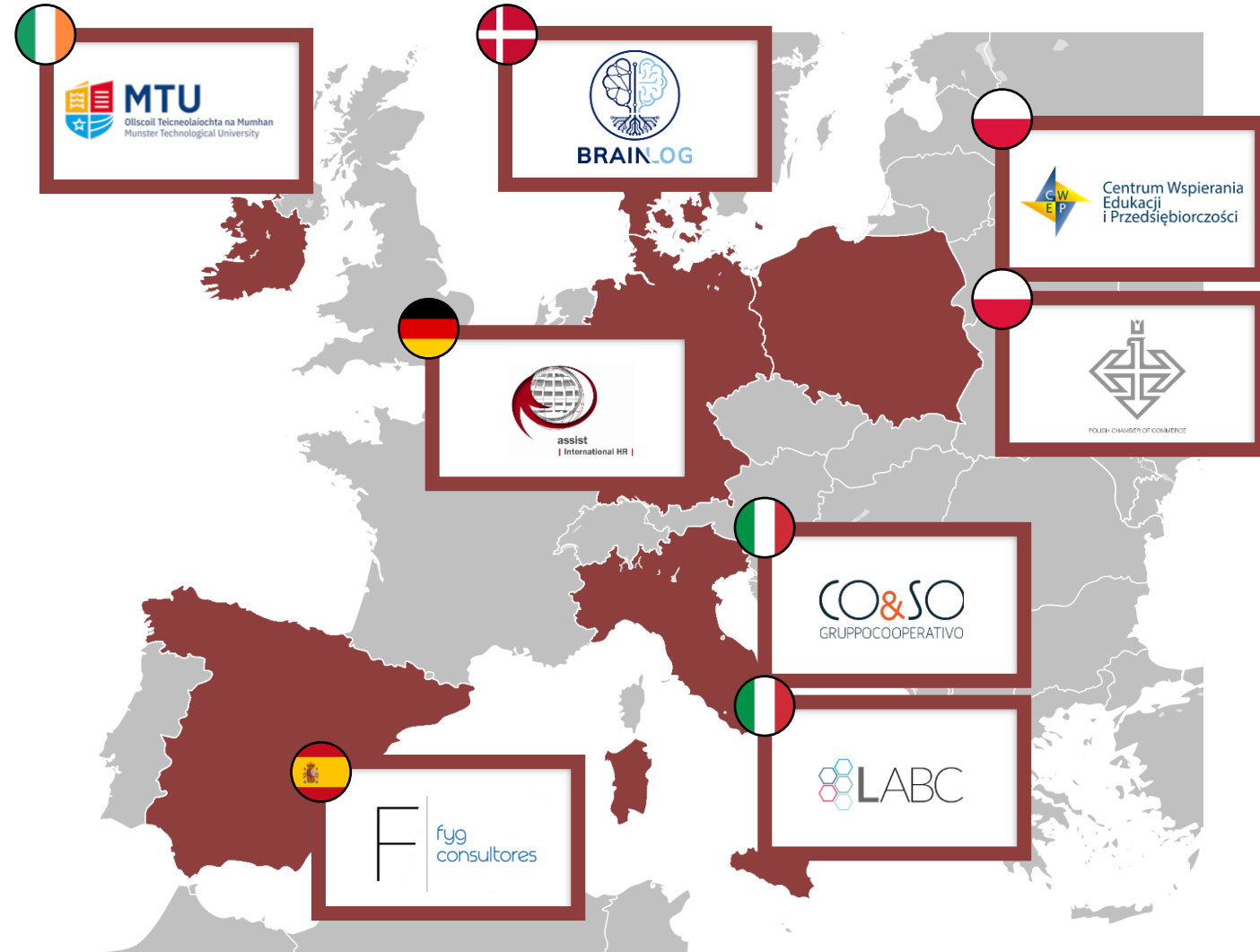
CO&SO
LABC

POLAND

Centrum Wsparcia Edukacji i Przedsiębiorczości (CWEP)
Krajowa Izba Gospodarcza

SPAIN

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6. Find us online



www.cubatwork.erasmus.site



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