



CUB@WORK PROJECT NEWSLETTER

No. 4
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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 of **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. Transnational Partnership Meeting



On the **22nd of September 2022** the project partners met in Warsaw, Poland to discuss the progress made during the entire project. The main focus of the meeting was the final preparation of the conference about Cultural Unconscious Bias in the Workplace planned for the day after.

During the meeting the conclusions from a piloting report were presented to the partners as well as an overview of dissemination actions. The opinion about the meeting among partners was very positive and the level of preparation regarding the finalisation of the project was satisfying.



3. CUB@work Warsaw Conference

On the **23rd of September 2022** a conference regarding Cultural Unconscious Bias in the Workplace was held in Warsaw. During the event over 60 representatives of HR departments, VET trainers and business managers received a detailed presentation of the tools created by CUB@WORK team and took part in the discussion panels related to cases of unconscious bias in employment.

The event received very positive feedback from the participants many of whom agreed that the topic of cultural unconscious bias related work situations should be addressed more often in the Polish business community.

The event was moderated by Mr Marciej Sadowski, a head of Polish Chamber of Commerce Committee for Innovativeness Technology and Diversity.



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4. Piloting report results

The image displays a grid of 40 thumbnail images, each representing a page from the 'INTERNATIONAL PILOTING'S REPORT 2022'. The thumbnails show a variety of content including:

- Textual reports and summaries.
- Bar charts and pie charts illustrating data.
- Tables with numerical data.
- Section headers and sub-headers.
- Small icons and logos.

TESTING AND PILOTING EVENTS

CUB@Work platform containing project results was tested by over 400 testers from 6 countries. To assure the best quality of the testing the representatives of VET trainers, HR department specialists etc. were involved in the proces thanks to the series of national level Piloting Events.



4. Project conclusions



In September 2022, the CUB@Work partnership looks back on two years of successful collaboration. In autumn 2020, in the middle of the Covid-19 Pandemic, 8 partners from 6 countries (Germany, Denmark Ireland, Italy, Poland, Spain) met for the first time online to launch the project “Cultural Unconscious Bias in the Workplace”.

Two years later, the partners can present the promised results:

- Unconscious Bias Sensitisation Toolbox – An online resource to make HR management and recruitment staff of SMEs aware of the phenomena of cultural unconscious bias.
- CUB@work online training course – 4 free accessible training modules on cultural unconscious bias for enhancing key competences of entrepreneurs and recruitment staff in SMEs.

During these two years of intense cooperation, the project partners have successfully grown together on the level of personal understanding and mutual appreciation. One of the most important findings of the project partnership was that after the two years everyone is more aware of their own bias on a very personal level.

5. Find us online



www.cubatwork.erasmus.site



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[cultural-unconscious-bias-1b402a206/](https://www.linkedin.com/company/cultural-unconscious-bias-1b402a206/)



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