



# CUB@WORK PROJECT NEWSLETTER

No. 3  
August 2022

## CONTENT:

1. About the project
2. Online platform
3. YouTube video translations
4. CUB@work conference in Warsaw
5. Find us online

# 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.

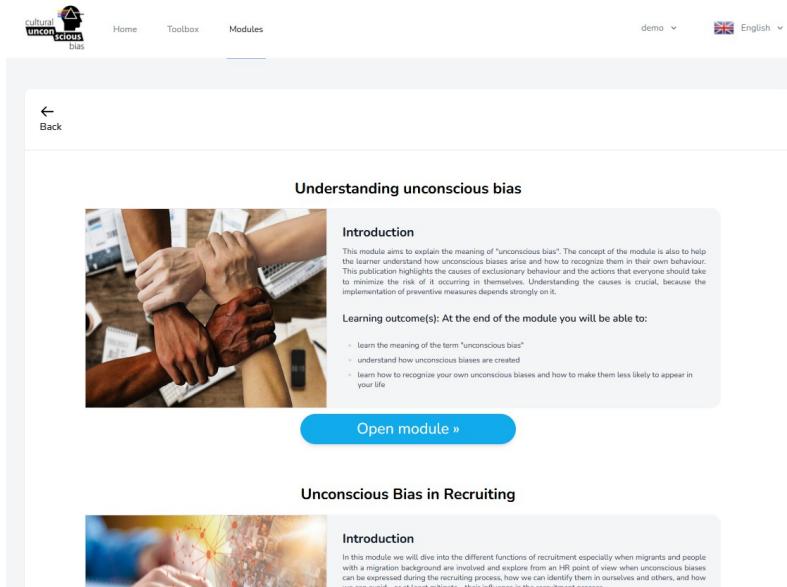
## CUB@Work target groups

The main target groups of the project are:

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



## 2. Online platform



### Online platform

During the project, the CUB@Work team developed and implemented an online platform dedicated to managers and recruiters for SMEs as well as VET trainers.

The platform contains the following educational tools:

- The Unconscious Bias Sensitisation Toolbox
- CUB@work online training course




### Piloting events

To ensure the highest quality of educational materials, the CUB@Work Team has prepared a set of online and offline piloting events targeted to evaluate the usability of the platform. 50 users and 4 experts from every country covered by the project have been testing and evaluating the course content.


Piloting events were addressed to two main target groups, namely:

- Management and recruitment staff of SMEs
- VET trainers and public officials responsible for VET policy.


### 3. YouTube video translations




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CUB@work has its own YouTube channel!  
Recently 7 unconscious bias related videos are available.  
Content is available in 6 languages:  
English, German, Danish, Spanish, Italian and Polish

VISIT OUR YOUTUBE CHANNEL!



## 4. CUB@work conference in Warsaw



**Save the date! – The CUB@work team would like to invite you to participate in the Cultural Unconscious Bias conference in Warsaw!**

Date: 23rd September, 10.00 – 15.00

Venue: Targowa Creativity Centre, 03-733 Warsaw, Targowa 56 Str. <https://cktargowa.pl/>

CUB@work Final Conference in Warsaw

**Agenda:**

10.00 - 10.20 – Registration of participants

10.20 - 10.50 – Welcome / introduction to the subject / project and partners presentation / glossary

10.50 - 11.30 - Distinguish between conscious and unconscious biases – case studies – by Fundacja Ocalenie (<https://en.ocalenie.org.pl/>)

11.30 - 11.45 – Coffee break

11.45 - 12.15 – Individual Auto-profiling test

12.15 - 13.00 – Watching video case studies and discussion

13.00 - 13.45 – Unconscious Bias Quiz / Dos and Don'ts / Recommendations

13.45 - 14.30 – Lunch break

14.30 - 15.00 - Open discussion, Q & A, closing remarks

REGISTRATION

## 5. Find us online



[www.cubatwork.erasmus.site](http://www.cubatwork.erasmus.site)



[CUB-at-Work-106231848169744](https://www.facebook.com/CUB-at-Work-106231848169744)



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



[#cubatwork](https://twitter.com/cubatwork)

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