



••• Microaggressions

Align Intent with
Impact

Learn tools and skills to create an inclusive environment.

Our research shows that the best inclusive organizations take actions to stop microaggressions and micro-inequities so that all individuals feel they can bring their whole selves to work. GP Strategies® can help you create an environment where all perspectives are valued and supported and team effectiveness is enhanced.

••• The Experience

Bias can take many forms and it often happens unconsciously. But if we can become more aware, more conscious of our biases, we can address them. To do that, we have to first acknowledge that we all have bias, recognize different types of bias, and begin to address it.

Microaggressions and micro-inequities are products of bias and can also be unconscious. Microaggressions happen when a thought or belief turns into a behavior that negatively impacts another. These subtle comments or actions have been described as “death by a thousand cuts” because, while they seem like minor events, the toll they take on individuals is significant. Microaggressions and micro-inequities have the impact of making individuals feel othered. When people feel othered, they see what is unique about them as a liability instead of a benefit to their team and the organization. Microaggressions and micro-inequities can exist between individuals or within systems, but they can be addressed if you have the skills to address them thoughtfully and confidently. In this program, learners develop the ability to address microaggressions and micro-inequities and learn how these experiences affect individuals personally and professionally.

Program Objectives:

- Define microaggressions and micro-inequities and how they appear in the workplace.
- Understand the impact of microaggressions in relation to workplace performance.
- Introduce the Microaggression Reflection Model and 5W tools to understand and address microaggressions.
- Enable learning through scenario practice and action planning.

Pework:

Addressing Microaggressions starts with an interactive worksheet that encourages participants to seek out stories from people that are different from them. Additionally, participants are tasked with uncovering experiences of microaggressions within those stories and connecting to the impact. This connected work starts participants on the journey of understanding the real intent versus impact outcomes of many microaggression moments.

Duration | This course is available in a 3-hour virtual course.

Target Audience | Individual contributors through senior leaders.

Class Size | This course is designed for up to 20 participants.

- • • Offer your employees the chance to learn how to **recognize and address microaggressions** in the workplace.

For more information about **Addressing Microaggressions and Micro-inequities**, please visit www.gpstrategies.com.



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