

Unmasking Microaggressions in the Workplace: 3-Part Series

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Diversity and inclusion are top priorities for company leaders. However, microaggressions, which are subtle, covert forms of discrimination, may influence interactions with co-workers, and contribute to detrimental impacts within the workplace. Research shows that when microaggressions are directly addressed, workplace teams enhance performance, cohesion, and outcomes. Therefore, during this interactive training series, participants will learn practical strategies to identify microaggressions and build techniques to improve workplace culture.

Part 1: Listen and Learn

When speaking on bias and inclusivity, utilizing personal stories and encouraging productive dialogue can be useful with promoting optimal learning and improved insight. Therefore, the first session of this series will focus on understanding terminology related to microaggressions, while also implementing activities to improve awareness of unconscious bias. Utilizing findings from evidence-based research, audience members will also learn about the impact microaggressions may have on organizational and individual well-being.

Objectives:

- 1) Describe unconscious bias and microaggressions
- 2) Discuss potential impacts of microaggressions within the workplace
- 3) Identify personal bias and organizational barriers that influence workplace culture



Part 2: Action and Response

All humans hold implicit bias. However, literature indicates that effectively challenging biases and utilizing evidence-based response tactics when experiencing microaggressions can mitigate negative impacts. Therefore, the second session will provide useful strategies to respond to microaggressions and convey techniques when unintentionally making an offensive remark. Personal self-care strategies for targets and allies will also be discussed.

“I wish it was required for everyone. This training really needs to take place more often to develop a better workforce and better understanding. Again, it should be required training for all faculty and we should have something similar for our students! It is so valuable.”

-University Faculty Member

Objectives:

- 1) List strategies to effectively respond to and reduce the perpetuation of microaggressions
- 2) Identify techniques to improve well-being when experiencing or witnessing microaggressions and discrimination
- 3) Discuss how to serve as an advocate and ally to improve workplace inclusivity

Part 3: Enhance Workplace Culture

A positive organizational culture should be committed to professional values, which supports employees of all different backgrounds (e.g., different genders, races/ethnicities, economic statuses, religions, etc.). Hence, the third session will focus on boosting organizational practices to create a more inclusive culture.

Objectives:

- 1) Identify action steps to better understand diversity and how it makes today's organizations stronger
- 2) Describe how to build a workplace where respect is the foundation of the organizational culture
- 3) Discuss how diversity is not only embraced, but leveraged for the benefit of the employees and the organization

“I appreciated you including some of your personal experiences with microaggressions. It's necessary to revisit often the information shared in this workshop. If true change is going to happen we can't just talk about it every now and then. Dr. Warner was engaging, compassionate, and encouraging which takes true skill when dealing with such a charged topic.”

-Mental Health Provider

*Each session will be 60-75 minutes

*Can be presented virtually or in-person

*All sessions are interactive to promote optimal learning

*This training can be presented in 1 or 2 sessions by request

To Learn More Please Contact:

email: info@rcwarnerconsulting.com

website: www.rcwarnerconsulting.com