




LEARNING OUTCOME

After participating in both sessions...




Understanding and Identifying the Impact of Microaggressions (Session 1 of 2)


Understanding and Identifying the Impact of Microaggressions



What just happened?



What are microaggressions?



intentional or unintentional



Our experiences



Gender microaggressions



RESOURCE

Theme, microaggression,
and message



The weight of microaggressions



Your experiences





CHAT

Share a microaggression that
you have experienced at work.
Why is this a microaggression?



Well-intended



#AIwebcast

COST OF MICROAGGRESSIONS IN THE WORKPLACE



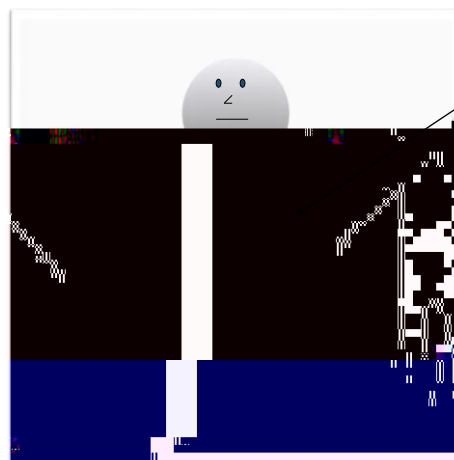
Microaggression cost



Interpersonal cost



Microaggression effect



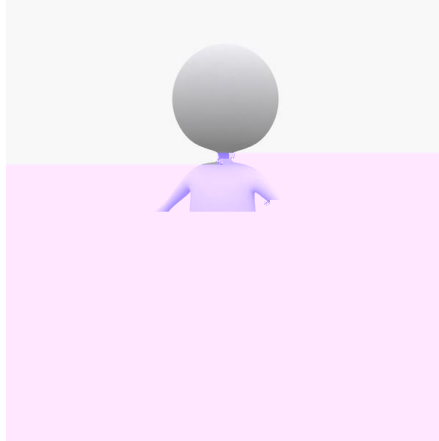
Emotional

-
-
-
-

Microaggression Effect


Biological/
Physical

Cognitive



■ SHOW ME THE \$\$\$


The increased cost of employee turnover due to a toxic employee tends to be about \$12,000 per toxic worker.

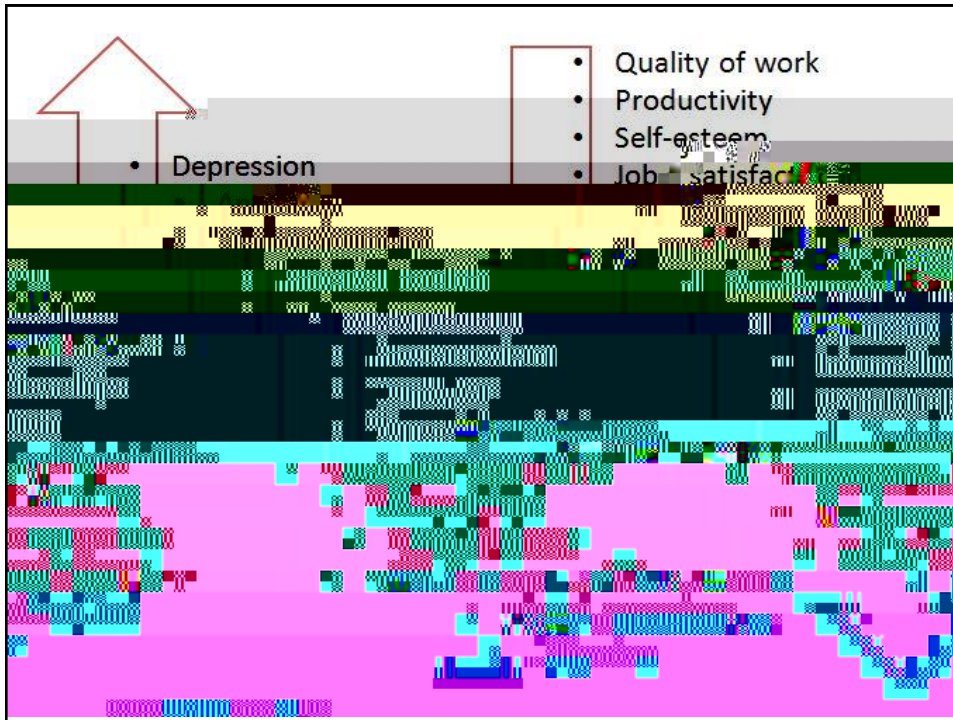


■ SHOW ME THE \$\$\$

\$919 per employee per year


\$90 per employee per year



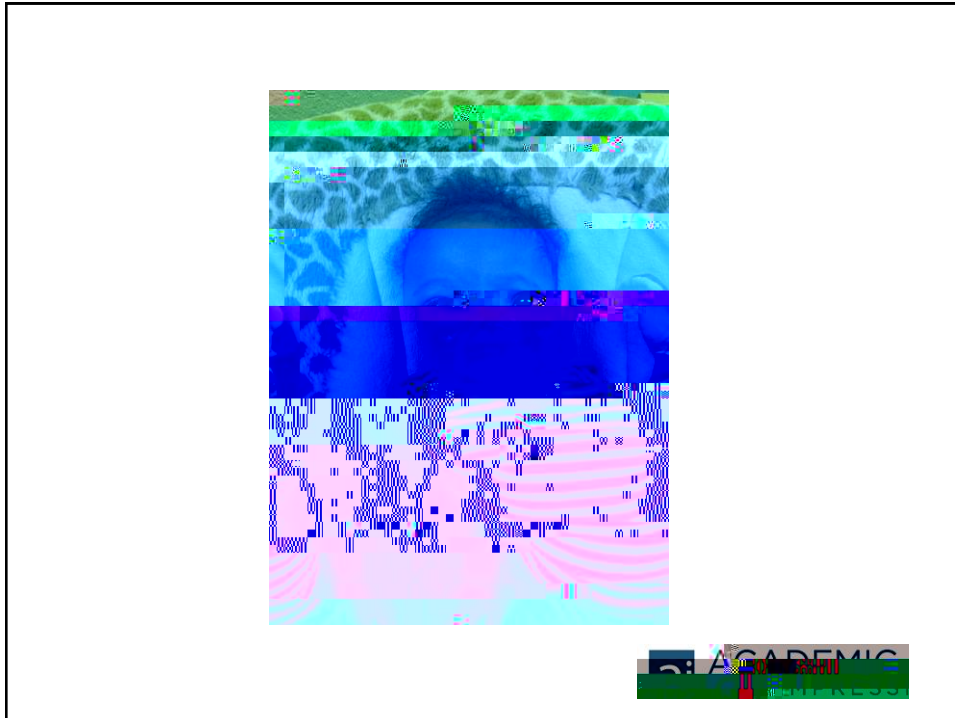



#AIwebcast

CULTURAL IDENTITY


 **ACADEMIC**
IMPRESSIONS





 ACTIVITY

Comfortable or uncomfortable?





POLL

You find out the provost is
choosing to be a stay-at-
home dad.



POLL

You attend a professional
event and realize you are the
only person there of your
race.



Understanding and Identifying the Impact of Microaggressions (Session 1 of 2)

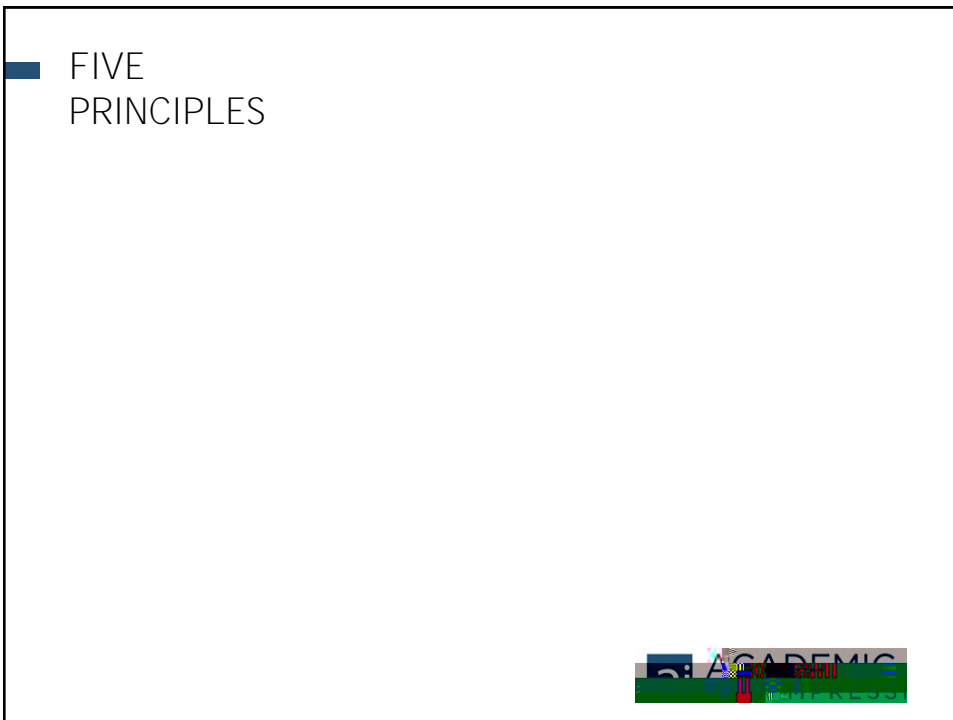
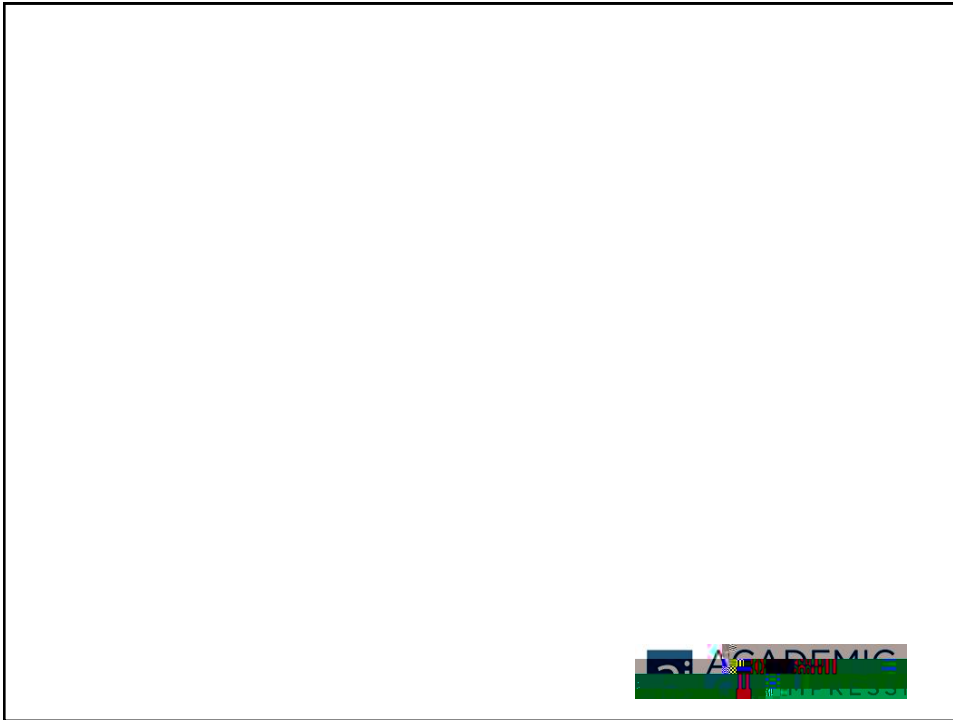


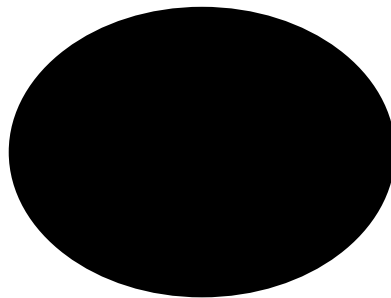
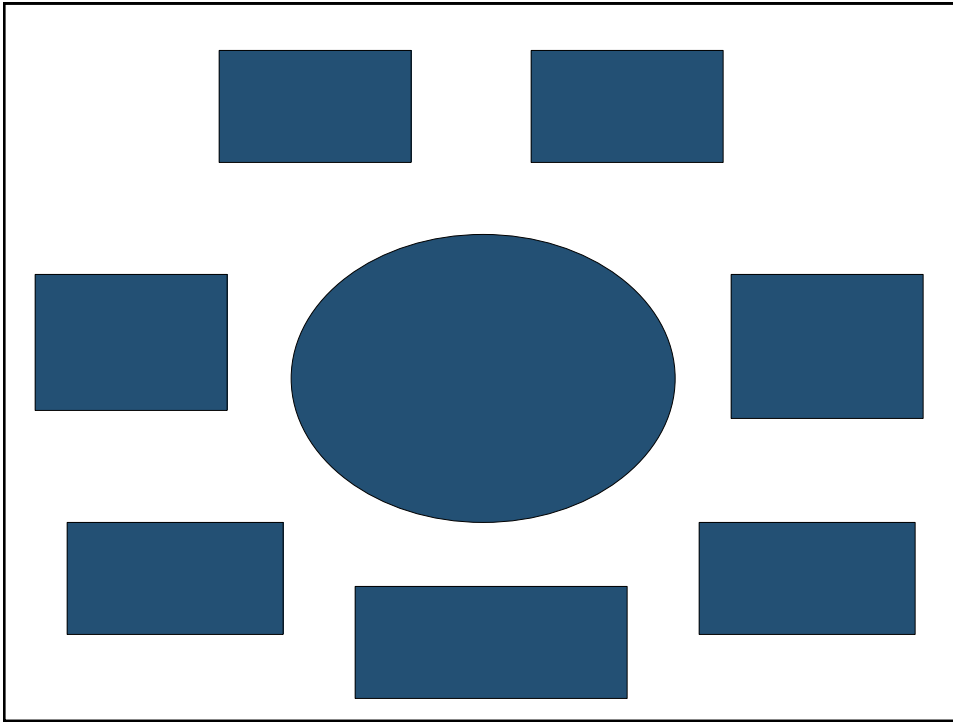
POLL

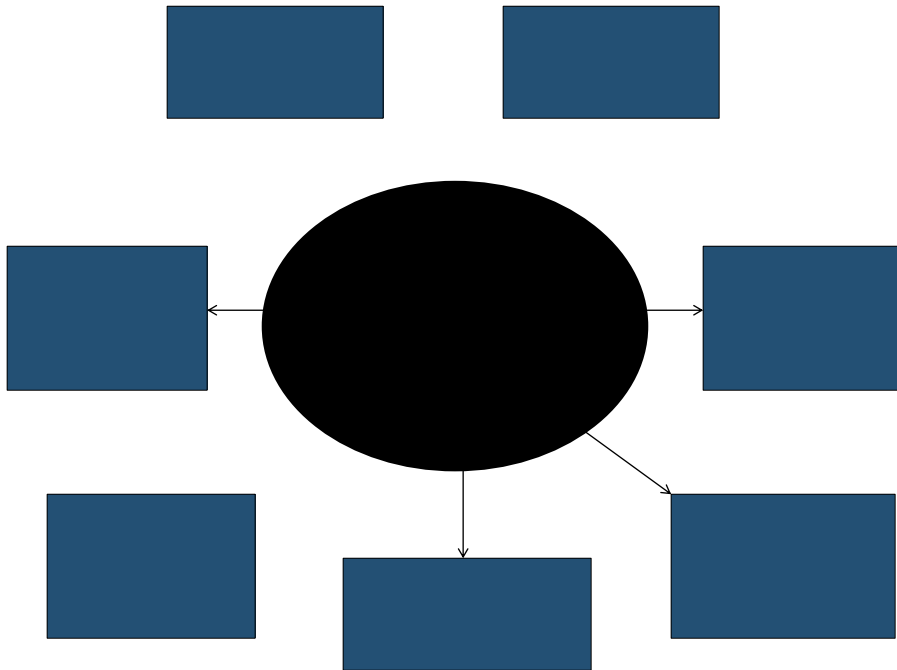
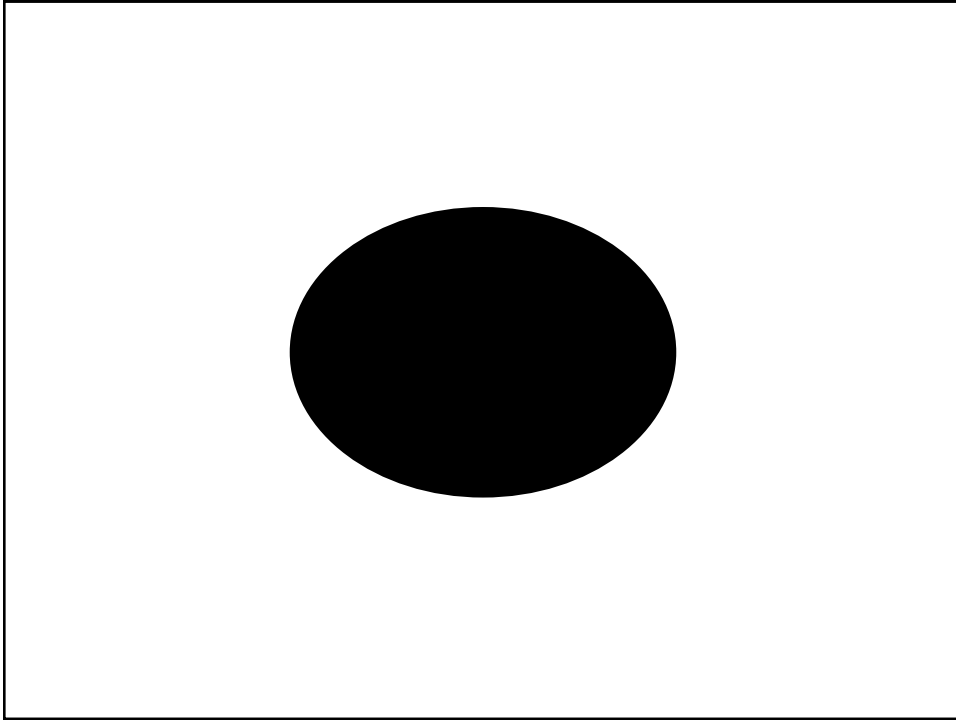



Implicit bias














TAKEAWAYS

-
-
-




TAKEAWAYS

-
-
-




1




TAKEAWAYS

-
-
-
-



2



QUESTIONS

