

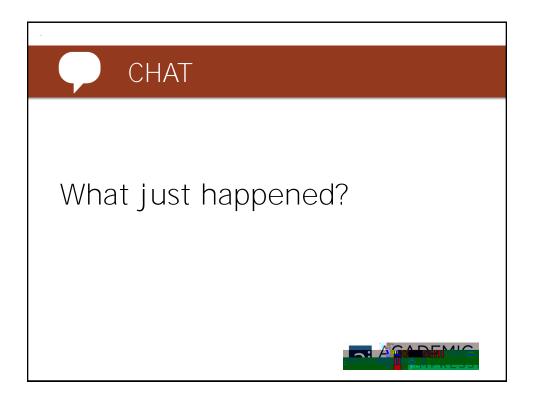
LEARNING OUTCOME

After participating in both sessions...

to better identify and address microaggressions and bullying at your institution.



Understanding and Identifying the Impact of Microaggressions

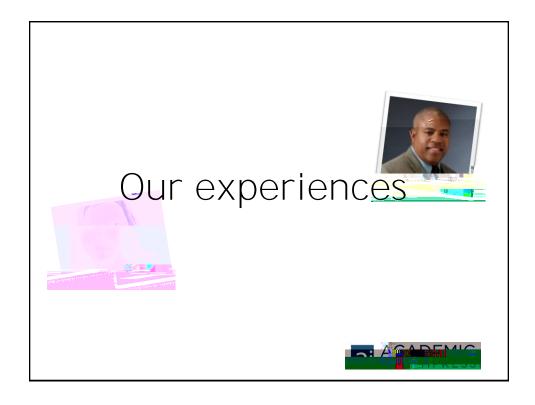


What are microaggressions?



intentional or unintentional





Gender microaggressions





Theme, microaggression, and message



The weight of microaggressions



Your experiences



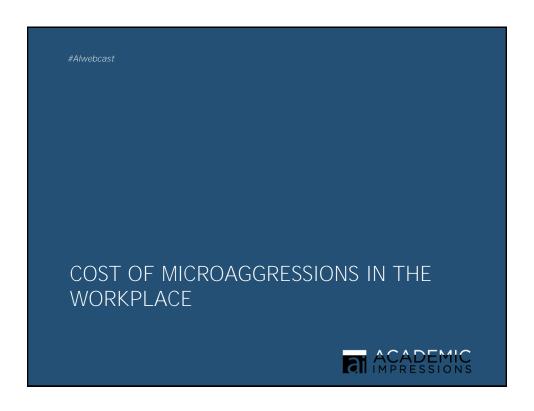


Share a microaggression that you have experienced at work. Why is this a microaggression?



Well-intended



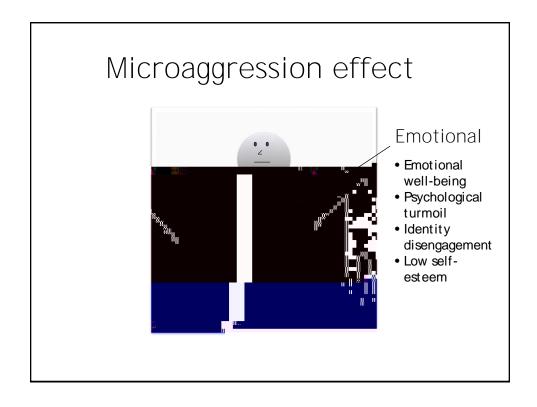


Microaggression cost

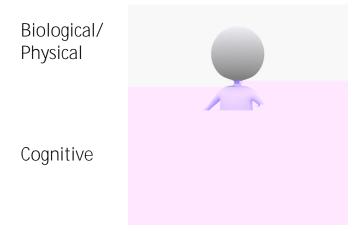


Interpersonal cost





Microaggression Effect



SHOW ME THE \$\$\$

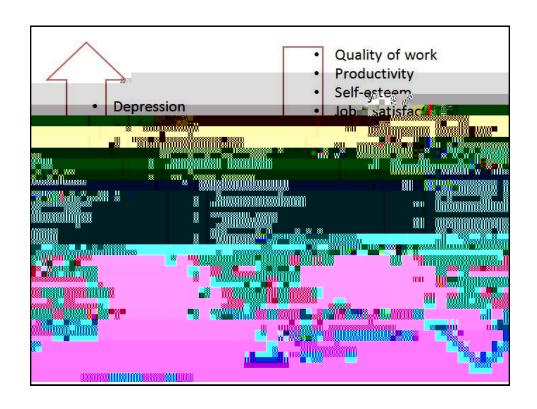
The increased cost of employee turnover due to a toxic employee tends to be about \$12,000 per toxic worker. What is not captured in the cost are other potential costs, such as litigation, regulatory penalty, and reduced employee morale (Housman and Minor, 2015).

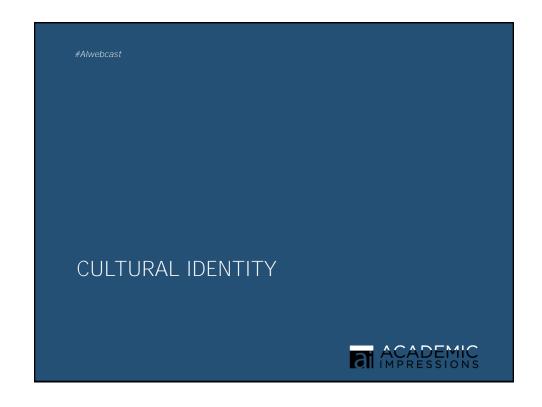


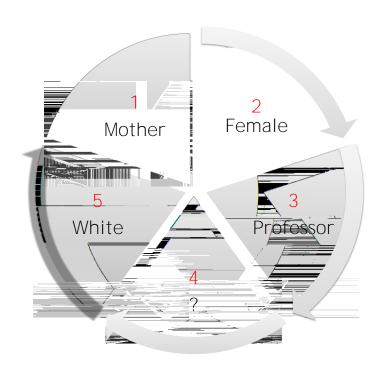
SHOW ME
THE \$\$\$

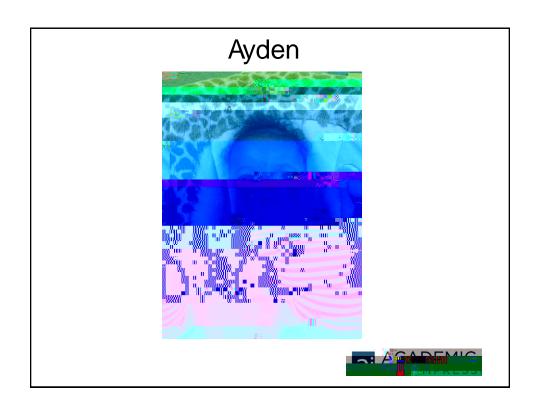
The Freada Klein Study(2003) gathered data from SEC filings and other public sources to estimate the cost of unfair treatment in a typical 500 company. Klein concluded that cost of inappropriate / unfair treatment was \$919 per employee per year in 2003 dollars, for a typical Fortune 500 service or manufacturing firm. She added that meaningful efforts to prevent or intervene could be undertaken for less then 10% of this figure - i.e. for \$90 per employee per year.















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





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







Implicit bias



Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner



These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without

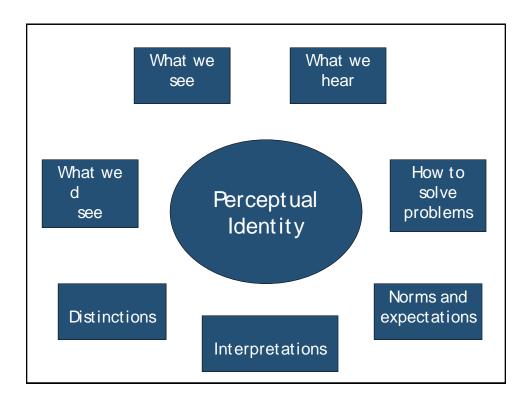
control.



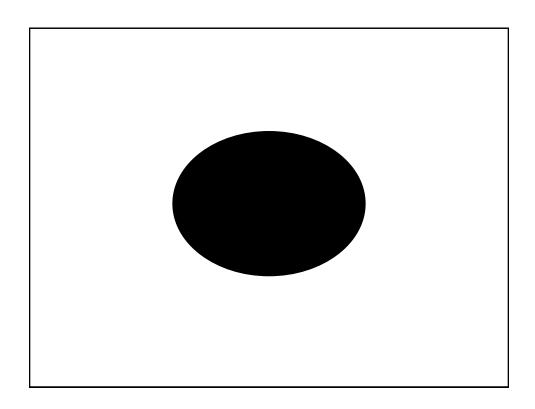
FIVE PRINCIPLES

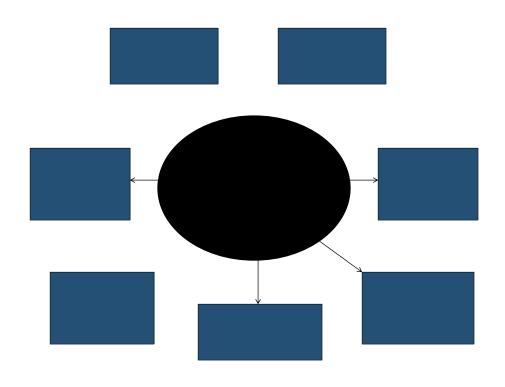
- Learn about cultures and social identities from sources within the group.
- 2. Learn from healthy and strong people of the group.
- 3. Learn from experiential reality.
- 4. Learn from constant vigilance of biases and fears.
- 5. Learn by being committed to personal action against racism, sexism, heterosexism, and other injustices.













TAKEAWAYS

Microaggressions have a negative impact on:

- Individuals
- · Workplace climate
- Your entire organization





TAKEAWAYS

Cultural awareness is foundational for understanding:

- Internal identity
- External identity
- Bias





