



Microaggressions: What They Are and What To Do About Them

September 9, 2020



Vensure Employer Services and our PEO Partners



Agenda

- 1 Definition of Microaggressions
- 2 Examples of Microaggressions
- 3 Why Microaggressions are Harmful
- 4 Why People Use Microaggressions
- 5 What People Can Do About Microaggressions
- 6 Q&A

Instructions for Submitting Questions with GoToWebinar



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- Please note that you will not see the questions or comments of others



- We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



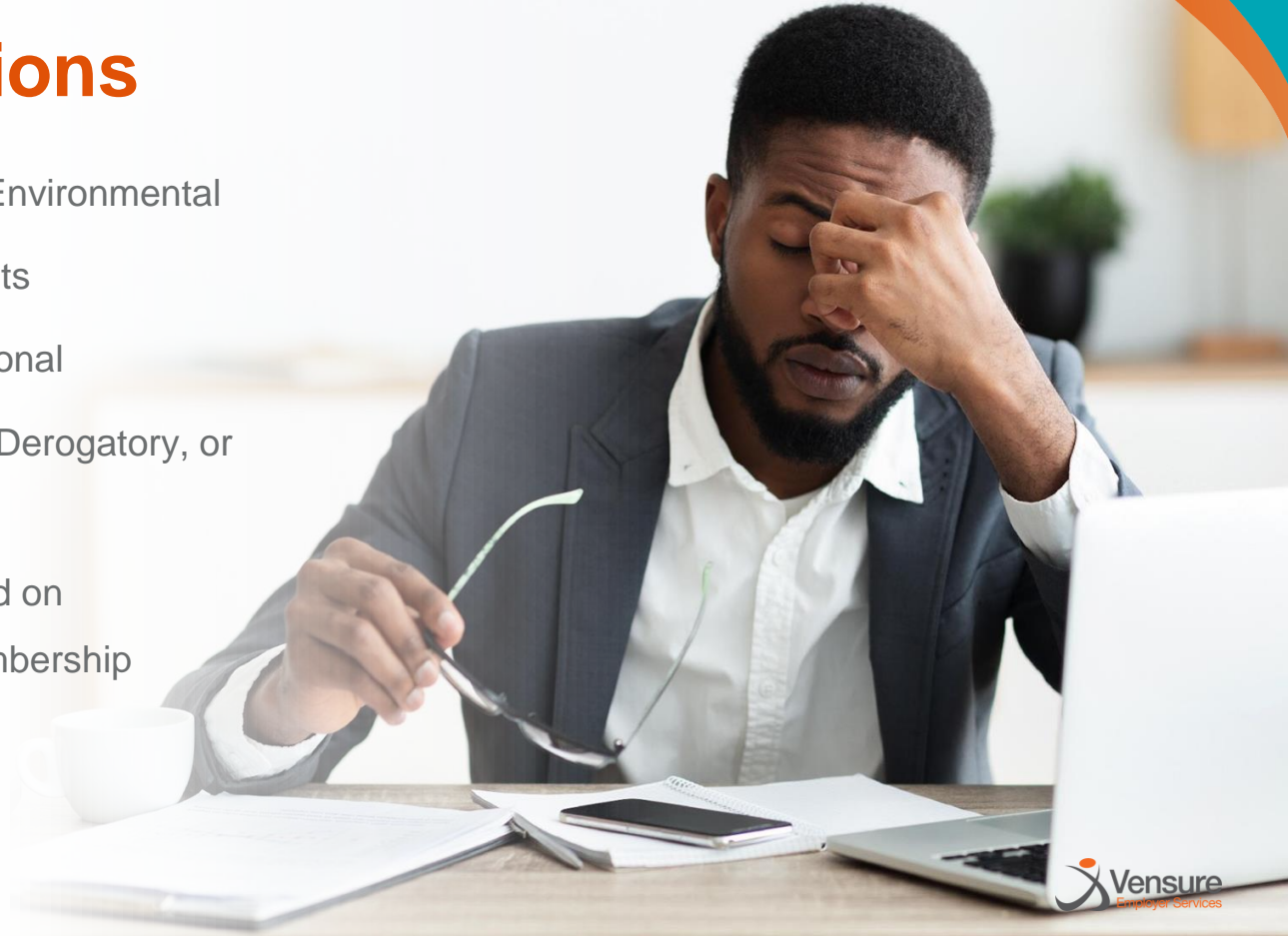
Robin Paggi
Training and Development Specialist

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Definition of Microaggressions

Definition of Microaggressions

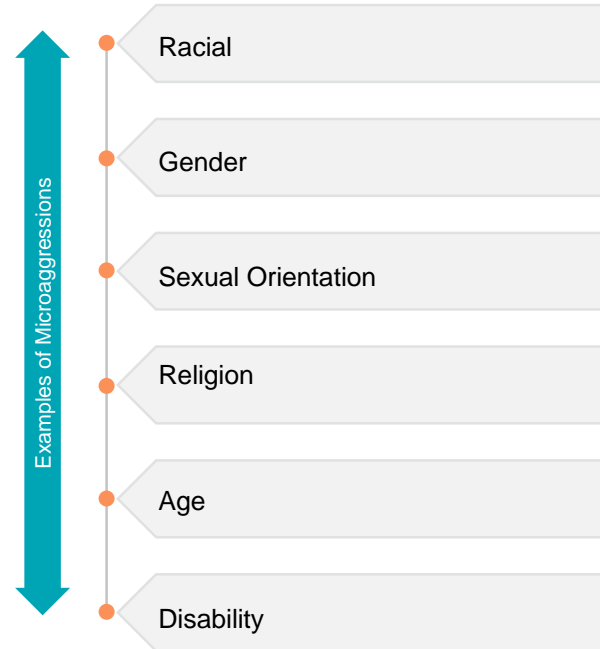
- Verbal, Nonverbal, and Environmental
- Slight, Snubs, and Insults
- Intentional and Unintentional
- Communicating Hostile, Derogatory, or Negative Messages
- Targeting Persons Based on Marginalized Group Membership



2

Examples of Microaggressions

Examples of Microaggressions



3

Why Microaggressions are Harmful

Why Microaggression s are Harmful

Research indicates microaggressions have a powerful impact on the psychological well-being of marginalized groups and affect their standard of living by creating inequities in health care, education, and employment.

4

Why People Use Microaggressions

Why People Use Microaggressions

- ✓ Unintentional
- ✓ Unconscious Biases, Assumptions, and Stereotypes
- ✓ Put people “in their place”

5

What People Can Do About Microaggressions

What People Can Do About Microaggressions

Increase Awareness

Accountability

Let it Go, Respond Immediately, Respond Later

Don't Get Defensive

Apologize

6

Q&A



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**Thank You for
Your Time**

