



# DID THEY JUST SAY THAT?!

## How to Address Microaggressions in the Workplace:

### Senior Leadership and Management

- 1) Cultivate a sense of belonging for your workforce
- 2) Learn about the diversity of your workforce
- 3) Embrace values of cultural competence

### Peers and Coworkers

- 1) Validate the experiences of marginalized persons
- 2) Be an ally to diversity
- 3) Speak up, but not for, the offended persons

### If Accused of a Microaggression

- 1) Listen to those willing to take a risk and share their feelings
- 2) Acknowledge your mistake
- 3) Commit to learning how to avoid this social misstep