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