

stamp out MICROAGGRESSIONS & BUILD A HEALTHIER WORKPLACE

78%

of workers have not seen an improvement in diversity this year



59%

of employees say a diverse workplace is more rewarding

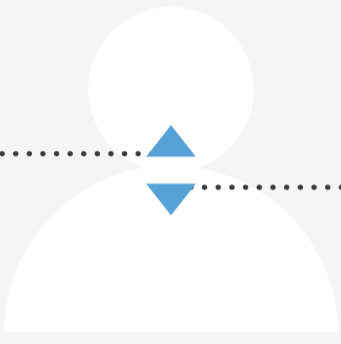
SO HOW CAN COMPANIES TACKLE THE FUNDAMENTALS OF DIVERSITY, EQUITY, AND INCLUSION IN THEIR WORKPLACE?

understand

HOW MICROAGGRESSIONS CAN INFLAME BIAS AND INFECT THE COMPANY CULTURE

56%

increase in job performance



50%

drop in turnover risk

5 examples

OF MICROAGGRESSIONS IN THE WORKPLACE

TELLING A WOMAN SHE'S **BOSSY**



This is demeaning to a woman's leadership and management skills

Assumes that since they're a person of color, you didn't expect them to be well-spoken



SAYING "YOU'RE SO **ARTICULATE**" TO A PERSON OF COLOR

SCHEDULING **DEADLINES** ON A RELIGIOUS OR CULTURAL HOLIDAY



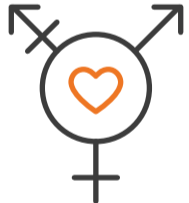
Prioritizes American-dominant holidays

Minimizes the experience of people who struggle with OCD



CLAIMING YOU HAVE OCD BECAUSE YOU'RE SO ORGANIZED

CALLING SOMEONE HE OR SHE WITHOUT KNOWING THEIR PREFERRED **PRONOUN**



Risks referring to someone in a way that incorrectly reflects their gender identity

5 reasons

TO INVEST IN DIVERSITY, EQUALITY, AND INCLUSION TRAINING

DEVELOP STRATEGIES TO INTERVENE WHEN MICROAGGRESSIONS OCCUR

MOVE BEYOND UNCONSCIOUS BIAS AWARENESS TO DRIVE INCLUSIVE BEHAVIORS

1

2

3

4

5

DEBUNK CLAIM THAT IT'S HARD TO FIND QUALIFIED DIVERSE CANDIDATES

PROACTIVELY SUPPORT CAREER DEVELOPMENT AND GROWTH FOR ALL EMPLOYEES

LEARN HOW TO PROVIDE FEEDBACK WITHOUT THE FEAR OF OFFENDING

INVEST IN MICROAGGRESSION TRAINING

Developed in conjunction with renowned author, thought leader, career coach Kaplan Mobray, Fierce offers training in the form of 3D simulations, which can:

- DISMANTLE BIAS
- TACKLE ROOT CAUSES OF DIVERSITY DISCONNECTS
- PROVIDE REAL-WORLD SCENARIOS
- PROVIDE A SAFE ONLINE SPACE FOR EMPLOYEES TO LEARN WITHOUT FEAR OF JUDGEMENT

LEARN MORE

about how to embrace a new standard of diversity and inclusion at your workplace with Fierce's training on Ending Microaggressions.