

SILA COURSE DESCRIPTION/OUTLINE: *Business Essentials: Microaggressions*

Business Essentials: Microaggressions - This course will examine microaggressions, their effects in the business environment, and how to properly respond when they occur. Microaggressions are subtle, often unintentional insults and putdowns contained in throwaway comments, gestures, action, and inaction. Even though they are subtle and mostly unintentional, microaggressions can inflict real harm upon the communities they target. Almost everyone can be the target of microaggressions. At the same time, nobody is immune from committing microaggressions. This course uses real examples of microaggressions to illustrate concepts and explain strategies for identifying and responding to microaggressions. Examples may contain content reminiscent of previous experiences for some course participants who have either been the target of microaggressions or who have inadvertently committed them.

Upon completion of this course, you should understand:

- The definition of microaggressions;
- The different forms of microaggression;
- How to recognize microaggressions;
- How to respond to microaggressions; and
- The laws applicable to microaggressions.