



# Webinar Series: How to Respond to Micro Aggressions

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# Encourage Your Colleagues to Sign Up to DIBP

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- Use testimonials from employees that access DIBP.
- Promote DIBP to employee resource groups.
- Encourage talent-development leaders to use and educate employees about access to DIBP.
- Include message about DIBP or include links to career advice content on company intranet.
- Employees can [register here](#).



# Dianne A. Greene

DIVISION VICE PRESIDENT AND GENERAL MANAGER

ONEADP NORFOLK

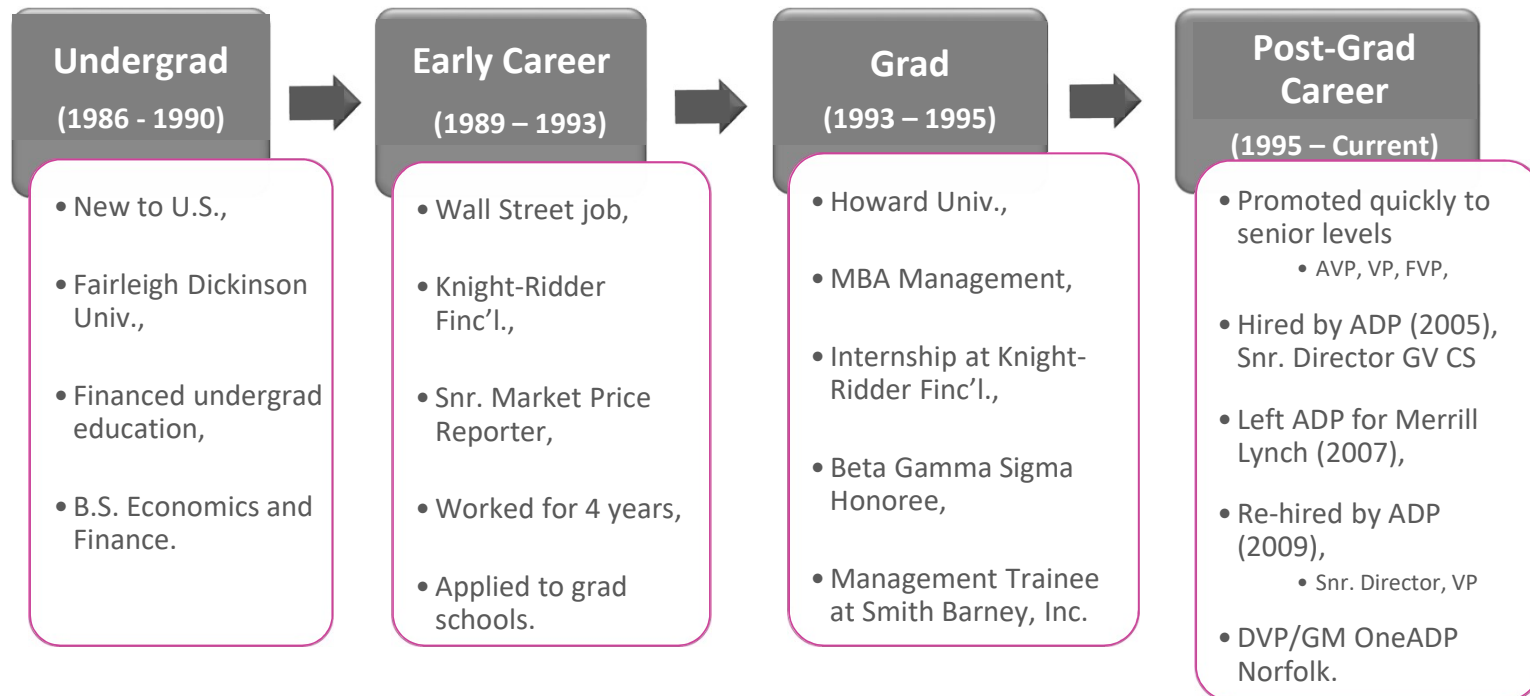
**12 YEARS AT ADP**



# Agenda

- My Background
- What are Micro Aggressions?
- Types of Bias
- Real Life Examples of Micro Aggressions
- Workplace Tactics

# My Background



# What are Micro Aggressions?

***Definition:***

*A comment, or action that subtly and often unconsciously, or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).*

~Webster's Dictionary

# Types of Bias

- **Two types of bias, conscious and unconscious**
- **Unconscious Bias:**
  - Unintentional actions, or behaviors, that are the result of the brain's response to a variety of experiential and demographic factors including, cultural, education, background, social norms and economic status, to name a few,
  - Prejudices that we're unaware of -- mental shortcuts based on social norms and stereotypes,
  - *We all have them!*

# Real Life Examples

*I don't  
understand  
your  
accent.*

*I don't see  
color and  
anyway,  
you're  
different.*

*You speak  
and write  
so well.*

*Your data  
is wrong!*





# Workplace Tactics

- Be high on EI (Emotional Intelligence)
- Focus on what's important
- Give/Share feedback (teaching moments)
- Be self aware and know your self-worth; You are Enough!



Q & A

# Upcoming Webinars in Q1

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- January 30, 2018 | 2-3 p.m. ET | Insights into Effective Diverse Candidate Slates and Goal Setting
  - Patricia Rossman, Chief Diversity Officer and HR Communications, **BASF**
  - Heidi Gerhard, Director, Talent Acquisition & University Relations, **BASF**
  - Natalie Coache, Executive Recruiter, Leadership Pipeline, **BASF**
- February 13, 2018 | 2-3p.m. ET | How to Become A High Potential
  - Diana Solash, Director, Global and Americas Diversity & Inclusiveness, **EY**
  - Melissa Harper, VP, Global Talent and Inclusion & Diversity, **Monsanto**
- February 27, 2018 | 2-3 p.m. ET | How to Have a Productive Dialogue About Race With Your Colleagues
  - Elena Richards, US Minority Initiatives & Talent Management Leader, **PwC**
  - **AT&T**
- March 20, 2018 | 2-3 p.m. ET | Career Advice for High Potential Women
  - Lisa Stevens, Executive Vice President, Regional Banking Executive, **Wells Fargo**
  - Vildan Kehr, Divisional Vice President, Talent Acquisition, **Abbott**

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# Thank You for Attending

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