

## **Micro-aggressions and Micro-affirmations: Awareness in the Workplace** <sup>[1]</sup>

The purpose of the Micro-aggressions and Micro-affirmations: Awareness in the Workplace course is to provide participants with a basic understanding of the impacts of micro-aggressions in the work environment, and to identify ways to address these impacts with kindness and respect.

Micro-aggressions are everyday verbal/nonverbal slights or insults, intentional or unintentional. They communicate negative messages to the target persons and undermine dignity and the capacity for empathy. We can address micro-aggressions and their impacts in the workplace by committing to micro-affirmations -- small acts to communicate that all are welcome, visible, and capable.

**Program Level:** Basic

**Prerequisites:** None

**Advanced Preparation:** N/A

**Instructional Method:** Group-Live

**Instructors:** [Melissa Connell](#) <sup>[2]</sup>, [Lisa Neale](#) <sup>[3]</sup>, [Teresa Ralicki](#) <sup>[4]</sup>

**Recommended CPE Credit:** 2.0 Hours

**Field of Study:** Personnel/Human Resources

**Course Objectives:**

At the end of the course, participants will be able to:

- Describe micro-aggressions and micro-affirmations;
- Identify their significance from a human “wiring” perspective; and,
- Describe their impacts in the workplace.

In addition, participants will learn techniques for stepping in ... including how to objectively describe a situation, share its impact, and ask questions or make requests to improve it.

**Program Policies** <sup>[5]</sup>

**NASBA Statement**

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**Links**

[1] <https://www.cu.edu/controller/micro-aggressions-and-micro-affirmations-awareness-workplace>  
[2] <https://www.cu.edu/controller/melissa-connell-cpe-instructor> [3] <https://www.cu.edu/controller/lisa-neale-cpe-instructor> [4] <https://www.cu.edu/controller/teresa-ralicki-cpe-instructor>  
[5] <https://www.cu.edu/controller/cpe-cpas-policies> [6] <http://www.learningmarket.org>