

## Course duration

- 1 day

## Course Benefits

- Learn the definition of bias and different bias types.
- Learn the definition of microaggression and how it evolved.
- Learn microaggression subcategories.
- Learn how microaggression manifests in the workplace.
- Learn the debate concerning microaggression.
- Learn strategies for those targeted by microaggression.
- Learn the definition of microaffirmations.
- Learn microaffirmations via the A.C.T.S implementation strategy.

## Course Outline

1. Understanding Bias
  1. What is Bias?
    1. Backpacking
    2. Binning
  2. Some Bias categories
    1. Unconscious
    2. Implicit Bias
  3. Priming
2. Understanding Microaggression
  1. What is a microaggression?
  2. How has the definition evolved?
  3. Microaggression subcategories
    1. Microassaults
    2. Microinsults
    3. Microinvalidations
3. Responding to Microaggressions
  1. Decern
  2. Let it go
  3. Respond immediately
  4. Respond later
4. Understanding microaffirmations
  1. What are micro affirmations?
  2. The A.C.T.S. strategy of relationship enhancement.

## Class Materials

Each student will receive a comprehensive set of materials, including course notes and all the class examples.