

IMPACT vs INTENT

Understanding and Dealing w/ Microaggressions



Courageous Conversations In An Unsafe Space

Impact Vs. Intent: Understanding and Dealing with Microaggressions
Courageous Conversations in An Unsafe Space

"You speak good English!"

"I love your people!"

"It was just a joke!"

Conversations about culture and race always put someone at risk of saying something that might offend or upset. Oftentimes the intention is good so we don't know why the person got offended by what we said. Are they just being oversensitive? Or maybe not... Microaggressions are defined as verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative racial slights and insults to the target person or group.

For people who identify themselves as belonging to the BIPOC (Black, Indigenous, People of Colour) and LGBTQ2+ group, microaggression is an almost everyday occurrence in their lives.

Though a comment may seem "harmless", statements made in the context of race and stereotypes is offensive and demeaning. The impact on the health of those on the receiving end of microaggressions is seen as similar to those receiving overt discriminatory behaviors.

In this interactive half-day workshop, participants will:

- Increase their knowledge of microaggressions or what racism is in the 21st century
- Identify common triggers that make people feel offended
- Recognize racial microaggressions in everyday life
- Apply strategies and tools to effectively communicate across cultures and avoid racial conflict

Who should attend?

- All employees
- Leaders at all levels within the organization
- Anyone passionate about becoming an ally and creating an environment that is inclusive and has an increased sense of belonging

This half-day workshop is part of the Courageous Conversations In An Unsafe Space Workshop Series.

Our Presenter/Facilitator: Maria Drucco, IPMA-ACP

Maria is a Diversity, Equity, and Inclusion (DEI) strategist and a Certified Intercultural Trainer, helping businesses build a healthy and inclusive culture so that they attract diverse talent who possess the right competencies, increase employee engagement and productivity and save on the expensive cost of employee turnover.

As an immigrant and member of the underrepresented group, she has lived experiences of workplace bullying and micro-aggressive behaviors, hence, she became passionate about using her knowledge, education, and experience to educate individuals, empower the women and other members of the underrepresented group, help leaders build their inclusive leadership capabilities and support organizations in building an equitable and inclusive workplace culture.

Maria is the Managing Partner of The Inclusion Journey - Consultasia Global - North America and owner of Faith Based Travel Agency, Marianatha Tours.

Impact-vs-Intent Workshop

ONLINE
Half Day Event

September 2, 2021

October 6, 2021

November 3, 2021

December 15, 2021

Member Rate:

\$175.00

Non-Member Rate:

\$225.00

Register online at www.ipma-aigp.com or email the registration form on the reverse side to ipmacanada@ipma-aigp.com

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REGISTRATION FORM

Select Location You Wish to Attend:

Location	Date	Choice
Online	September 2, 2021	
	October 6, 2021	
	November 3, 2021	
	December 15, 2021	

Impact-vs-Intent Workshop ONLINE

Name			
Position			
Organization/ Mailing Address			
Email			
Telephone			
Member Rate	\$175 plus tax		
Non-Member Rate	\$225 plus tax		
CPHR SK Member Rate:	\$175 plus tax		
VISA/MC/AMEX			
Expiry Date		CVC 3 digits	
Signature			
Invoice Me At:			

Cancellation Policy:
Substitutions will be allowed but no refunds will be issued unless written notice is received prior to July 31, 2021. IPMA-Canada reserves the right to cancel and refund registrations within seven (7) days of the start of the workshop.