



TIFFANY JANA AND MICHAEL BARAN

Subtle Acts of Exclusion

How to Understand, Identify, and Stop Microaggressions

Everyone has unconscious biases. Though most “subtle acts of exclusion“ are not malicious, if people commit them unchecked, their effects can demoralize a workforce. Dr. Tiffany Jana and Dr. Michael Baran explain how your organization can put inclusive policies into place while never sugarcoating potential difficulties.

STEP 1

Have your team read the getAbstract summary.

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

Discussion Questions

1. What are subtle acts of exclusion? Can you think of examples in your own work life?
2. What do you think are some of the best ways to proceed if you witness an inappropriate comment as a bystander?
3. If you catch yourself saying something that has harmed a colleague, how should you proceed to make it right?
4. What do you think is the most important thing to work on for your organization to create a more inclusive workplace?

“We have experienced firsthand people’s confusion over microaggressions, thinking that what matters is the speaker’s intent, when in fact what matters is the impact of the acts.”

SUBTLE ACTS OF EXCLUSION

Tiffany Jana and Michael Baran

Additional resources



“If a Diversity Expert Can Fail So Epicly, Anyone Can.”



Diversity & Inclusion Channel



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