



Microaggressions and
Implicit Bias:
The damages they impose
on the climate and culture
of organizations

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GOAL OF THIS PRESENTATION

To expose the Board to the concepts of Microaggressions and Implicit Biases

Recognize how diversity allows organizations to gain insight from people of different genders, generations, etc.--which can assist in being innovative and requires people to be cultural competent.

Discuss current movements that are exposing continued issues surrounding women in the workplace/university.



LEARNING OBJECTIVES

- What diversity looks like in the university/organizations.
- Measuring the impacts of diversity and inclusion.
- In-group and out-group relationships (Group dynamics)
- How to maximize the positive outcomes



Generation X

- Born between 1964-1980
- Also tech savvy but learned it later in life
- Appreciate flexible schedules
- Enjoy a casual dress code
- Value leisure/PTO time
- Position/status focused



THE BUSINESS
CASE FOR
DIVERSITY

