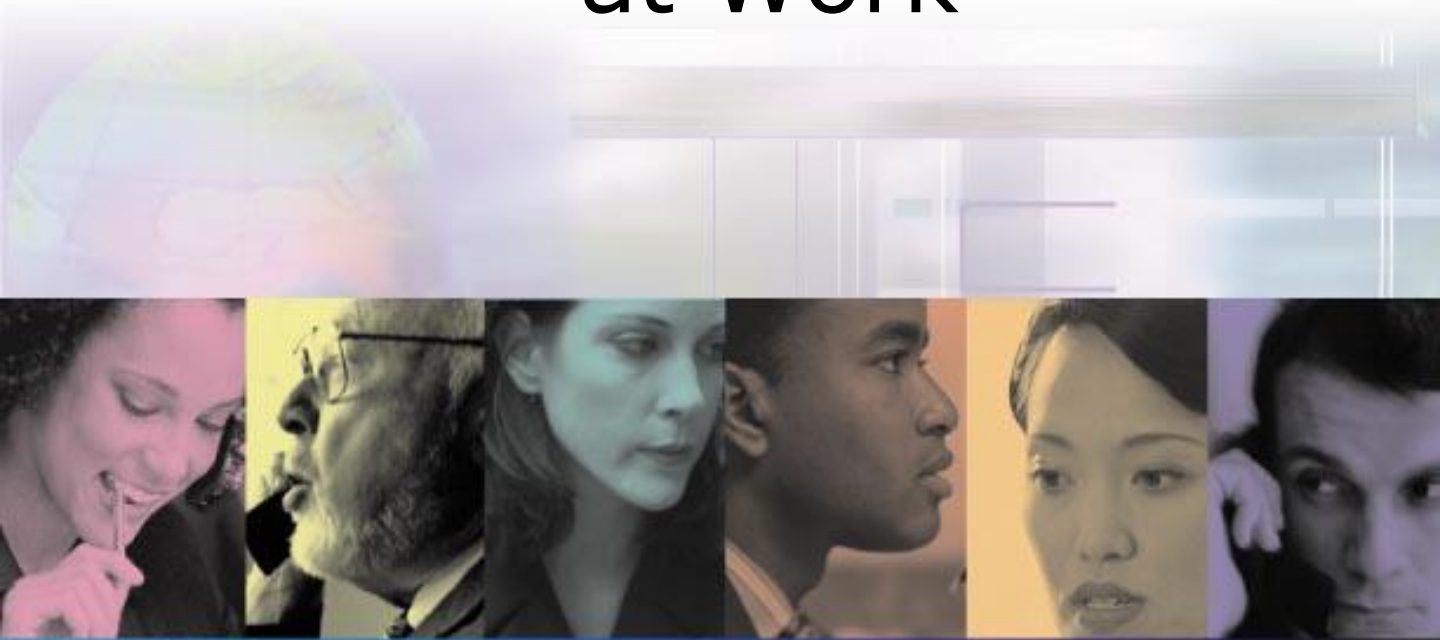




Microinequities at Work



The FutureWork Institute

Nanobites That Sting:

From Microinequities to a Culture of INclusion

- ❑ Participants go through a series of interactive exercises that allow them to experience what behaviors have made them feel included and excluded.
- ❑ Through a micro-hot buttons exercise, they identify the top three microinequities that cause them to react to—but not always confront the behavior.
- ❑ A “Gallery Walk” with a partner presents the microinequities that happen more frequently to women, people of color, gays and lesbians, white men, people with disabilities, recent immigrants, etc. Participants are asked to identify the comments they have heard and those they have personally experienced.
- ❑ Interactive theatre vignettes or role plays allow participants to build their skills in addressing these microinequities using a “point it out, check it out, reconnect” approach.
- ❑ Finally, individuals and groups commit to changing or stopping one microinequities behavior that they practice in order to help create a more inclusive environment in their team/organization.