

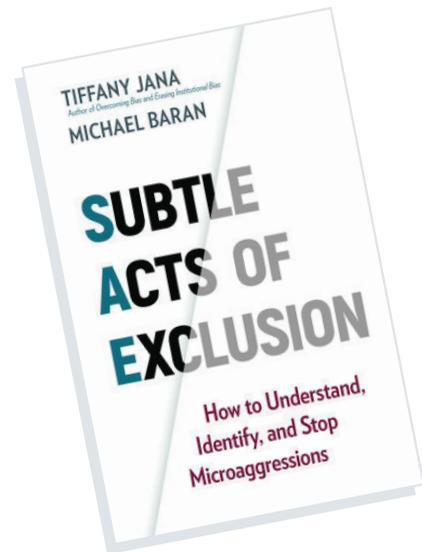
SUBTLE ACTS OF EXCLUSION

How to Understand, Identify, and Stop Microaggressions

A PRACTICAL, ACCESSIBLE, NON-JUDGMENTAL HANDBOOK TO PREVENT MICROAGGRESSIONS IN THE WORKPLACE.

Our workplaces are growing more diverse, but are we supporting inclusive cultures? While overt racism, sexism, ableism, and other forms of discrimination are relatively easy to spot, we cannot neglect the subtler everyday actions that normalize exclusion in our workplaces. Many have heard the term microaggression, but not everyone fully understands what microaggressions are or how to recognize them and stop them from happening.

In this book, Dr. Tiffany Jana and Michael Baran offer a clearer, more accessible term, subtle acts of exclusion, or SAE, to emphasize the purpose and effect of microaggressions. Whether in the form of exaggerated stereotypes, backhanded compliments, unfounded assumptions, or objectification, SAE are insidious and damaging to our coworkers and colleagues. Jana and Baran give simple and clear tools to identify and address such acts, even offering scripts for helpful ways to approach discussions of difficult, uncomfortable, and deeply personal topics in a professional setting.



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ABOUT THE AUTHORS



TIFFANY JANA is the founder and CEO of TMI Portfolio, a collection of socially responsible and interconnected companies working to advance more culturally inclusive and equitable workforces. TMI Portfolio's consulting arm, TMI Consulting is a Certified Benefit Corporation and 2019 Best for the World Honoree. Dr. Jana is an international public speaker, and has appeared on stages in the United States, Spain, Germany and Hong Kong. Dr. Jana won the 2017 Enterprising Women of the Year from Enterprising Women Magazine, Diversity Journal's Women Worth Watching Award, and was recently named one of the Top 100 Leadership Speakers for 2018 on Inc.com. Dr. Jana has been featured in Forbes, Psychology Today, Huffington Post, MarketWatch and Fast Company. In addition to three books on bias, Dr. Jana co-authored the 2nd Edition of the B Corp Handbook.



MICHAEL BARAN holds a PhD in cultural anthropology and has been researching, teaching, and practicing around issues related to diversity for over twenty years. His digital tools have been exhibited in museums and earned awards such as Top 100 Innovations in Global Education from the Finland-based group HundrEd.

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