



Webinar

Microaggressions and their impact on mental health

With guest speaker
Anthony McLean

October 24, 2024

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TODAY'S 60-MIN SESSION

- **Introductions**
- **Microaggressions and their impact on mental health**

content warning

- **Q&A session**



Hosted by Lisa Ursano (she/her/hers)
UKG Canada

OUR WEBINAR EXPERIENCE INCLUDES YOU

-  Chat to interact in real-time
 -  Q&A for questions for our speaker
 -  Participate in **audience polls**
 -  Live **closed captioning** is available 
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-  **This session is being recorded.**
A link to the recording will be emailed to you.
-  After the event, you'll receive a **copy of the slide deck** and some **additional resources** by email.





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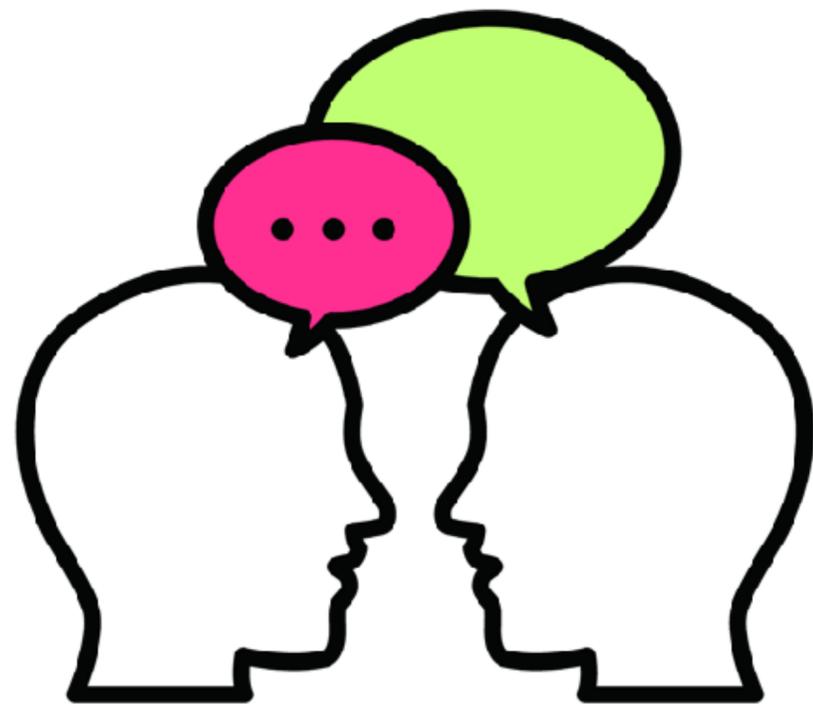


Guest Speaker



Anthony McLean

Mental Health | Inclusivity | Education



MICROAGGRESSIONS & THEIR IMPACT ON MENTAL HEALTH



Anthony McLean

   @anthonymclean

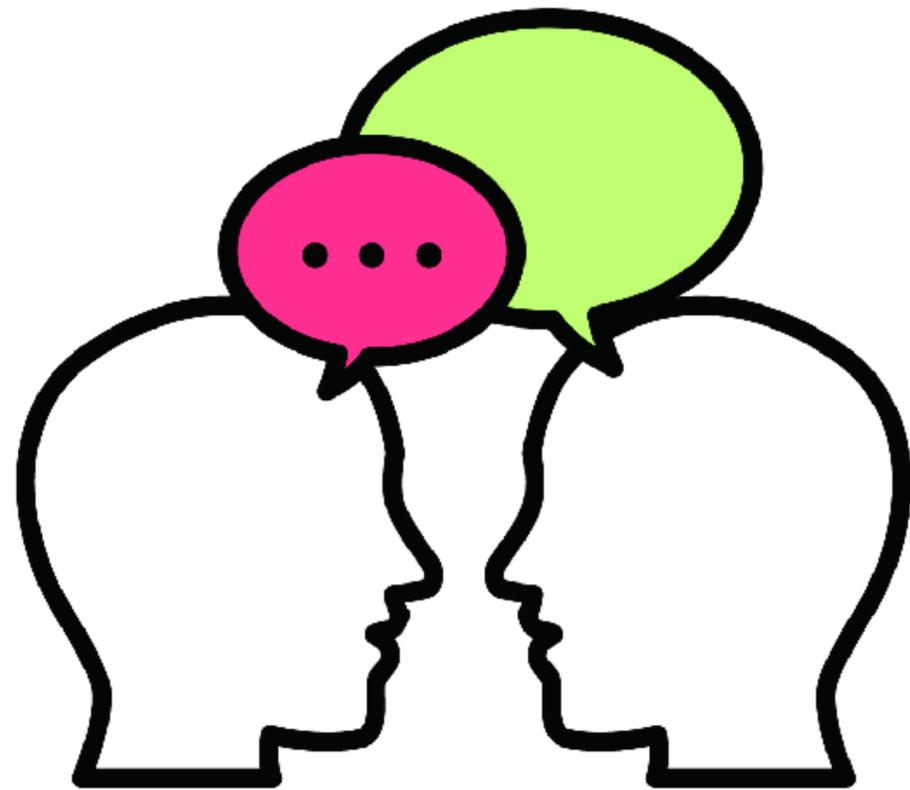
Self-Compassion & Resilience





AnthonyMcLean.org    **@AnthonyMcLean**

MICROAGGRESSIONS in the workplace



Create an environment of distrust, hostility, and invalidation. They can also lead to lost productivity, ill health, and overall inequity.

Source: Psychology Today Canada

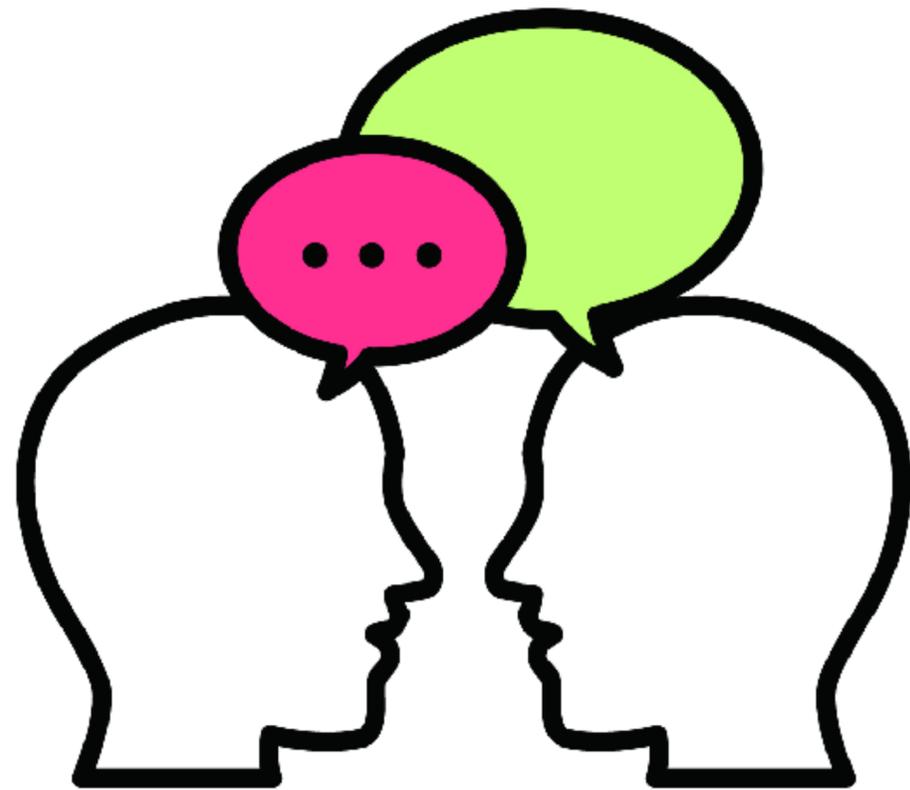
Workers who experience **MICROAGGRESSIONS**



**8 in 10 Black
Canadians still face
some kind of racism or
microaggression at
work**

Source: KPMG Canada, 2024

What do we mean by **MICROAGGRESSIONS**



Microaggressions are subtle comments or actions that demean or exclude marginalized individuals.



AUDIENCE POLL

**Which of the following could be considered a microaggression?
(Select all that apply.)**

- a) "Where are you from? I don't hear an accent."
- b) "I don't see race. I don't see colour."
- c) "You wear that headscarf every day – what does your hair look like under there?"
- d) "Every person can succeed if they work hard enough."
- e) "I'm not racist. I have Black (or other ethnicity) friends."
- f) "Your name is too hard for me to pronounce. I'll just call you Sam."



AUDIENCE POLL

Have you personally experienced a microaggression (Select all that apply.)

- a) Directed at you**
- b) Directed at someone else (you were a bystander)**
- c) That you directed at someone else**
- d) None of the above**



HOW DO I **RESPOND**?

**Take a second for yourself.
Experiencing microaggressions
can take a toll on your mental
and physical health.**

- Put yourself and your needs first**
- Remember you don't have to respond right away or at all**

Source: *The Micropedia of Microaggressions*, 2021

WHAT SHOULD I SAY?



- **"I'm sure you didn't mean it that way, but that comment could be hurtful."**
- **"Help me understand what you meant by that."**
- **"Let's try to keep our language inclusive for everyone."**

WHAT SHOULD I SAY?



- **“In this space, we’re trying to be mindful of comments that could unintentionally offend others.”**
- **“I think it’s important that we don’t make assumptions about people based on (race, gender, disability, etc.).”**

WHAT SHOULD I SAY?



Assume
Positive
Intent



HOW TO STAY ACCOUNTABLE?

Take a moment to breathe. Everyone has caused a microaggression, and it's never easy.

- Don't center yourself**
- Listen to what the person you've hurt has to say**
- Offer a genuine apology without making excuses**

Source: *The Micropedia of Microaggressions*, 2021

Self-Compassion & Resilience





AUDIENCE POLL

Supporting your people: Which of the following mental health supports are available to employees in your organization? (Select all that apply.)

- a) EAP**
- b) ERGs**
- c) Mental health counselling services**
- d) Mental health/well-being app**
- e) Designated space for quiet time/meditation**
- f) Paid time off for personal or wellness days**
- g) Benefits coverage for a mental health practitioner**
- h) Other**



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Penticton, B.C.

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Squarespace 10:19 AM



to me ▾

Sent via form submission from [Anthony McLean](#)

Name: [REDACTED]

Email: [REDACTED]

Organization: Concerned citizen

Which talk(s) are you interested in?:

Penticton

Tell us a little more!: There is no racism here in Penticton, period! I have lived here since 1965. I, and anyone I know has never seen ANY racism. Please take your divisive lies somewhere else, like Africa maybe.

Does this submission look like spam? [Report it here.](#)



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Question & Answer Session

Thank you
to our guest
speaker,
Anthony
McLean!



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Additional Resources – Coming soon to your Inbox!

1. A link to the **recording** of this webinar (available for 30 days)

2. A copy of the **slide deck** used in this presentation

3. **Microaggressions at Work:** How subtle acts of exclusion may be poisoning your workplace culture

4. **Workplace Harassment:** The Canadian employer's guide to dealing with workplace harassment

5. Continuing Professional Development **credits** (attendees only)



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