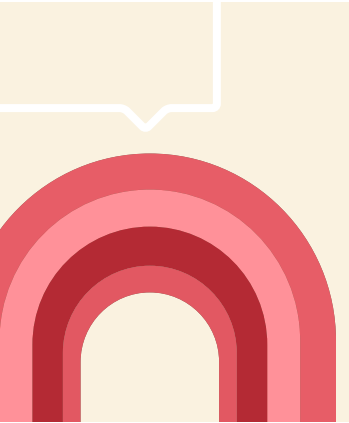


INTENT vs IMPACT

Identity-Based Microaggressions at Work

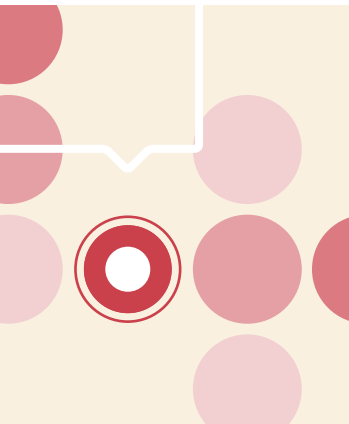


Assumptions About Personal Life

Scenario: A coworker says, “Do you have a husband?” assuming heteronormativity.

Intent: The coworker might just be trying to make small talk.

Impact: This assumption could alienate someone who is part of the 2SLGBTQ+ community, making them feel unwelcome or uncomfortable.

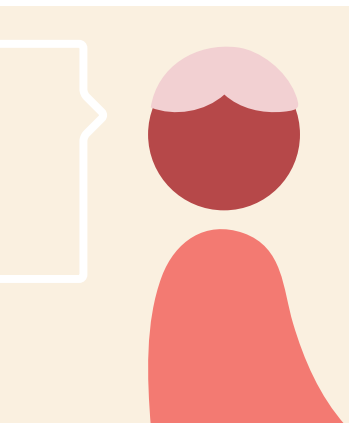


Unintentional Tokenism

Scenario: A team leader frequently asks the only racialized employee in the room to speak on diversity-related issues, assuming they can provide insight due to their background.

Intent: The leader wants to ensure diverse perspectives are heard.

Impact: The employee may feel burdened or reduced to a singular aspect of their identity, potentially alienated from the team.



Misgendering

Scenario: A manager uses incorrect pronouns for an employee, saying, “He did a great job,” instead of “They did a great job,” even after being corrected.

Intent: The manager might see it as a minor mistake without ill intent.

Impact: The employee may feel disrespected, invalidated, or even unsafe at work.

REMEMBER

In all these examples, **intent** might not have been malicious, but the **impact** caused harm. Recognizing this distinction is crucial for fostering a workplace where all employees feel safe, respected, and valued.