



Unconscious Bias: The Impact of Microaggressions

**INTERRUPT HARM
& INSPIRE
RESPECT TODAY.
BUILD CULTURE
FOR TOMORROW.**

Microaggressions may seem small, but their impact is significant. *Unconscious Bias: the Impact of Microaggressions* training helps learners identify microaggressive behaviors and practice effective strategies for responding—whether as the person affected, a bystander, or the individual responsible.

Developed by SHIFT, the only HR compliance training company founded by employment attorneys, this course goes beyond checking the box to deliver lasting behavior change that protects culture, reduces risk, and helps businesses thrive.

TRAINING OVERVIEW

This training helps learners recognize behaviors that qualify as microaggressions and provides practical, actionable strategies for responding. Through real-world scenarios and actionable tools, employees gain the skills to minimize harm, foster respect, and strengthen a culture of inclusion.

LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Help employees recognize** microaggressions
- **Develop empathy and awareness** of the impact microaggressions have on their targets
- **Promote effective strategies** for avoiding microaggressions in workplace interactions
- **Encourage employees to act** as upstanders

WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization—tailored to your brand, your people, your policy. With dedicated support team for seamless implementation.

BUILDING CULTURE THROUGH CONTINUED LEARNING

Training sparks growth—our Learning Journeys sustain it. Partner with SHIFT to design custom, expert-led programs that strengthen culture, deepen connection, and drive meaningful business outcomes.



10 - 40 Minutes



Mobile Friendly



Instant Certificate
Download



English, Spanish
(Others available)



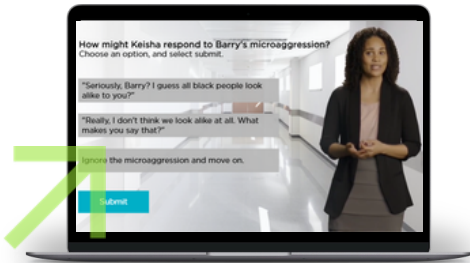
Fully WCAG 2.1
AA Compliant

Flexible SCORM
delivery options

Hosted by SHIFT
or your LMS

Built for Compliance.
Designed for Change.

BEST-IN-CLASS HR COMPLIANCE & WORKPLACE CULTURE TRAINING SOLUTIONS



SHIFT YOUR EXPECTATIONS OF COMPLIANCE TRAINING

SCHEDULE A FREE ASSESSMENT WITH OUR EXPERT TRAINING TEAM

-  Minimize risk exposure with **training built by top-rated employment law attorneys** with deep expertise in state, federal, and global mandates
-  Boost course completion and knowledge retention with **engaging and interactive courses designed by subject matter experts**, including social psychologists and legal experts
-  Stay protected against emerging risks with **content that evolves** alongside shifting workplace challenges, new regulations, and timely, relevant issues
-  Achieve lasting change with **empathy-based training that shifts mindsets and behavior**, with learning resources for reinforcement
-  **Bespoke customization** increases employee buy-in with training that reflects your brand, workplace, and industry
-  Save valuable time and resources with our **dedicated support team**, ensuring a smooth and seamless implementation

YOUR CULTURE SHIFT BEGINS HERE

HR COMPLIANCE COURSES

- Preventing Workplace Harassment and Discrimination
 - CA, CT, DE, IL/Chicago, ME, WA & NY/NYC compliant
 - Canada, UK, Australia, India & Global editions
- Preventing Workplace Violence
 - California & NY Retail Workers Safety Act
- Active Shooter & Active Threat Preparedness
- Code of Conduct: Cultivating Workplace Ethics & Preventing Bribery, Fraud & Corruption
- Bystander Intervention
- Preventing Workplace Bullying

VIEW OUR FULL CATALOG

WORKPLACE CULTURE COURSES

- Civility in Action: Fostering Trust & Respect
- Building Psychological Safety for High Performing Teams
- Thriving in a Multi-Generational Workforce
- Building Employee Inclusion & Upstander Culture
- Unconscious Bias: SHIFting From Awareness to Action
- Unconscious Bias: The Impact of Microaggressions
- Building Cultural Competency
- Allyship in Action
- Transgender Inclusion in the Workplace
- Disability Etiquette & Beyond

SHIFT IN MINUTES Power Skills in 10 Minutes

- Conversations that Count: Giving and Receiving Feedback
- Belonging in Action: Advancing Inclusive Workplaces
- Tuned in Teams: Effective Listening



Higher Engagement



Increased Productivity



More Innovation



Better Business Results

Built for Compliance.
Designed for Change.