

# Mobilizing for Organizational Change to Address Microaggressions

June 1 & 2, 2021: 2 session workshop, 1 - 5 PM on Zoom

This highly interactive 2-session workshop will introduce the **Get A Collective GRIP®** approach for addressing microaggressions through bystander activation trainers from The Center for Women and Work (CWW) at the University of Massachusetts Lowell. The workshop provides a distinctive approach that emphasizes ways that bystander action can foster more positive and inclusive organizational cultures by promoting collective accountability for challenging expressions of workplace bias. Expanding collective organizational capacity to address bias in respectful ways has been shown to have an empowering impact and fosters more equitable organizational norms, behaviors, and workplace climate. Rather than a one-time bystander workshop, the approach underscores the importance of embedding the bystander work within an organization. The workshop will guide participants in the development of a strategic plan for bringing about significant organizational change.

The **Mobilizing for Organizational Change to Address Microaggressions** workshop is designed for people who have the capacity and passion to lead bystander efforts within their own organization. The 2-day workshop covers the following:

- **Workshop Day 1** – In-depth coverage of the **Get a Collective GRIP®** approach, the preventive benefit of focusing on microaggressions, and the potential of bystander approaches to activate change in organizational norms
- **Workshop Day 2** – Embedding bystander work in your organization and developing a strategic plan for implementation

**Workshop Learning Outcomes:** By the end of the workshop, participants will:

- Understand the concept of bystander intervention
- Recognize personal and systemic barriers to bystander action
- Gain knowledge of the **Get A Collective GRIP®** approach for bystander intervention
- Be able to assess their organization's readiness to address workplace microaggressions
- Develop a strategic plan for implementing a bystander initiative within their own organization

**Fee: \$650 ACEC/MA member; \$1000 non-members** | Registration is on a first-come, first-serve basis.

**Enrollment is limited to 30** for a high-quality learning and networking experience. **Register only 2 employees per firm**, additional employees who are interested may be placed on a waiting list. Use 1 form per employee. **Registrations & Cancellations by May 28, 2021**

## Registration

ACEC/MA Member\*  Non-Member

Registrant Name: \_\_\_\_\_

Firm \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Tel: \_\_\_\_\_ Email \_\_\_\_\_

## Payment Options

Visa  MC  Amex or  Check payable to: ACEC/MA

Name on Credit Card: \_\_\_\_\_

Billing Address: \_\_\_\_\_

Billing City/State/Zip: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Card #: \_\_\_\_\_ CSV \_\_\_\_\_ Exp: \_\_\_\_\_

Signature: \_\_\_\_\_

Email receipt to: \_\_\_\_\_



**\*If Your Firm is an ACEC/MA member, YOU're an ACEC/MA member.** [www.acecma.org](http://www.acecma.org)  
This program is worth 8 PDHs (not in NY or FL), which may be accepted in some states for continuing education for PEs & PLSS.

**Register:** Fax this form: 617-227-6783 or Email it: [acecma@engineers.org](mailto:acecma@engineers.org) For check payment: Email form to reserve your spot, then Mail payment + form to: ACEC/MA, The Engineering Center, One Walnut St, Boston, MA 02108-3616 | Need help? Contact: [acecma@engineers.org](mailto:acecma@engineers.org) or call 617/227-5551 Supported by The Engineering Center Education Trust staff