



JSAHR
Jersey Shore
Association for
Human Resources

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Micro Inequities in the Workplace: What Are They and Why Do They Matter?

- A subtle, sometimes subconscious, message that devalues, discourages, and ultimately impairs performance.
- Communication interactions that include some and exclude others.
- Subtle slights and snubs that can devalue a person.
- Occur whenever people are perceived to be “different.” A result of inherent biases regarding anything from gender and race to age and class.
- These messages can take the shape of looks, gestures or tones of what is said or written.

The cumulative effect of micro-inequities often leads to damaged self-esteem and, eventually, withdrawal from co-workers in the office.

During the presentation, attendees will learn how to recognize Micro Inequities and how we, as HR professionals, should deal with them.

By the end of this session participants will learn:

1. The Definition of Micro Inequities
2. The Impact of Micro Inequities in the Workplace
3. Turning Micro Inequities into Micro Affirmations

About the Speaker:

Jennifer Limsky is Vice President, Employee Relations, at Prudential Financial where she has been for more than 23 years. In her role, Jen provides consultative support to human resource consultants and business leaders in a number of Prudential's domestic businesses. Jen's role has a primary focus on risk mitigation relative to company policy and practice issues. She provides guidance and counsel to HR business partners on performance management, policy violation and conduct-related cases. Jen is involved in conducting internal company investigations regarding claims of bullying, hostile work environment and management practices issues. Jen holds her Bachelor of Arts in Psychology from Douglass College, Rutgers University. She is certified as a Senior Professional in Human Resources (SPHR).



Date: Thursday, October 15, 2015
7:45 a.m. Networking and Breakfast
9:00 – 10:00 a.m. Program
Jumping Brook Country Club
210 Jumping Brook Road, Neptune NJ
(www.jumpingbrookcc.com)

RSVP by 4:00 p.m. on Friday, October 9, 2015
online at <http://jsahr.shrm.org/events>
or email at jsahr.shrm@gmail.com
or call JSAHR at 732-701-7155
Registration Fees (includes breakfast)
\$30 for JSAHR members
\$40 for non-members
\$25 for In-Transition & JSAHR guests
\$10 and for students with valid ID
\$10 additional fee for walk-ins
“No shows” will be billed

Special Notice
This program is pending approval for 1.00 recertification credits for PHR/SPHR thru HRCI. This program is also pending approval for 1.00 PDCs for the SHRM-CP or SHRM-SCP.

This meeting does not yet have a sponsor. If you're interested in sponsoring this or any other meeting please contact [Bob Kane](#) or [Dave Kostka](#)