**How to “fit in” at work:**

Microaggressions present a particularly difficult gray area for all parties involved in the interaction. I do think that the not that those interactions do not need to be dealt with on the spot is an important note since sometimes these situations take place in front of other people, and bringing your discomfort to the attention of an entire group can cause the person who did the uncomfortable thing to become defensive.

It is unfortunate that bringing it up later will likely cause further discomfort, however, which is likely why these types of interactions go undiscussed for the most part. This is even worse in a situation where there is a power dynamic. It is hard to imagine telling a boss their speech includes microaggressions. Open to differences does not mean acceptance. Respect and appreciation does not always equate to agreement but it may be a pathway to tolerance that allows us to see things from different perspectives. Ignorance is a two-way street as well as a co-responsibility of both parties. It is OK to be different but trying to understand that difference may go a long way to patient centered care.

We can look at various dimensions as part of a continuum

* Think about the dimensions of diversity within your organization
* Recall examples of how these dimensions have created better solutions
* Describe the example and the results

Now I can have different thoughts about the way in which I would communicate with others, what and what not to say, and also, to think and learn about other people's cultures and behavior while not upsetting them in any type of manner. This can also ensure that there is teamwork amongst the diversity in the workplace.

**References:**

[1] Richard Fry (20th June, 2019), U.S. women near milestone in the college-educated labor force was retrieved from https://www.pewresearch.org/fact-tank/2019/06/20/u-s-women-near-milestone-in-the-college-educated-labor-force/

[2] Tim Fitzsimons (May 25, 2018), A record 4.5 percent of U.S. adults identify as LGBT, Gallup estimates was retrieved from https://www.nbcnews.com/feature/nbc-out/record-4-5-percent-u-s-adults-identify-lgbt-gallup-n877486