T[illegible]ool: R[illegible]ecogni[illegible]ing M[illegible]ro[illegible]ggres[illegible]s and the M[illegible]le[illegible]ge[illegible]

TI[illegible]EI[illegible]	M[illegible]ICR[illegible]O A[illegible]GR[illegible]	M[illegible]
Pa[illegible]ho[illegible]g[illegible]zing Cultura[illegible] Va[illegible]ue [illegible]mm[illegible]unicatio[illegible] Styles Th[illegible] n[illegible] tha[illegible] the valu[illegible]s and co[illegible]m[illegible]ic[illegible]tio[illegible] styles o[illegible] the do[illegible]in[illegible] Whil[illegible] culture [illegible]re ide[illegible]l/" [illegible]al".	• T[illegible] an[illegible]s[illegible]an[illegible] Lati[illegible] y[illegible]u sc[illegible]quiet? We[illegible] m[illegible]ore [illegible]rbal[illegible]" "S[illegible] • A[illegible]king[illegible] a Bla[illegible]ck pe[illegible] lo[illegible]d/a[illegible]mate[illegible]d? J[illegible] • "[illegible]hy [illegible]e yo[illegible] alw[illegible] b[illegible]ough[illegible] up i[illegible] the [illegible] • D[illegible]smis[illegible]ing a[illegible]n inc[illegible] in[illegible] work[illegible] s[illegible]cho[illegible]l se[illegible]	[illegible]ati[illegible]e Americ[illegible]an: "W[illegible]hy [illegible] k[illegible]now wha[illegible] you th[illegible]ink [illegible] m[illegible]ore." [illegible]Wh[illegible]y do you have [illegible] b[illegible] [illegible] d[illegible]own." [illegible]ry?" anytime race is [illegible]om[illegible] discussion. [illegible]wh[illegible]o brings up race/cu[illegible]
Se[illegible]or[illegible] [illegible]ass Citizen Oc[illegible]ur[illegible] [illegible]en a[illegible] target g[illegible]oup me[illegible]nb[illegible] r[illegible]ceiv[illegible]es differe[illegible]ntial tre[illegible]tm[illegible] t[illegible]om[illegible] the pow[illegible] group; for[illegible]exa[illegible] p[illegible]e, b[illegible]ing give[illegible] pr[illegible]er[illegible] i[illegible] tre[illegible]tment a[illegible] a co[illegible]su[illegible] [illegible]ove[illegible] a person of color.	• F[illegible]cult[illegible] of co[illegible]or m[illegible] • N[illegible]t wa[illegible]ting [illegible]o sit [illegible] co[illegible]lor. • F[illegible]mal[illegible] doct[illegible]or mi[illegible] • B[illegible]ing [illegible]more[illegible]d at [illegible] gi[illegible]en t[illegible] the White [illegible] • S[illegible]ying "You peop[illegible] • A[illegible] adv[illegible]sor a[illegible]ssign[illegible] e[illegible]cort [illegible]visit[illegible]ng s[illegible] th[illegible]ough [illegible]here are [illegible] p[illegible]rson[illegible] spe[illegible]cific [illegible] • A[illegible] adv[illegible]sor s[illegible]ends [illegible] co[illegible]leag[illegible]e de[illegible]scrib[illegible] B[illegible]ack s[illegible]cienti[illegible]st." • R[illegible]isin[illegible] your voic[illegible] ad[illegible]dres[illegible]ing a[illegible] blind[illegible] • In[illegible] clas[illegible] an i[illegible]nstru[illegible] st[illegible]den[illegible] mo[illegible]e fre[illegible]	[illegible] for a service work[illegible]er. [illegible]eo[illegible]ne because of [illegible] is/[illegible] [illegible]for a nurse. [illegible]cou[illegible]nter as attentio[illegible]n is [illegible]her. [illegible]ck post-doctoral st[illegible]ude[illegible] of the same race e[illegible]ver [illegible]n- Black scientists in t[illegible] [illegible]res[illegible]earch. [illegible]il to another work [illegible]the[illegible]r individual as a "g[illegible] [illegible]aking slowly wher[illegible] [illegible]t. [illegible]ds to call on male [illegible]than female ones.
Se[illegible]ist[illegible] [illegible]e[illegible]ero[illegible] exist La[illegible]guage Te[illegible]ns [illegible]a[illegible] exc[illegible]ude or d[illegible]grade wo[illegible]her[illegible] [illegible] LG[illegible]BT perso[illegible]ns.	• U[illegible]e of [illegible]e pronou[illegible] • B[illegible]ing [illegible]ntly [illegible] a[illegible]e on[illegible] wor[illegible]en." • B[illegible]ing [illegible]ced to ch[illegible] co[illegible]mple[illegible]ng b[illegible]asic [illegible] • T[illegible]o op[illegible]ons for re[illegible] si[illegible]gle. • A[illegible]ete[illegible] sexu[illegible]al m[illegible] fe[illegible]male [illegible]riend[illegible]s mo[illegible] la[illegible]elec[illegible] as ga[illegible]y.	[illegible]o refer to all peopl[illegible]e. [illegible]d by a coworker th[illegible]at [illegible]ale or Female wh[illegible]en [illegible]ip status: married or [illegible]often hangs out w[illegible]th [illegible] his male friends is
Tra[illegible]liti[illegible] [illegible] Ge[illegible]nder Ro[illegible] Pr[illegible]uc[illegible] [illegible]g a[illegible]d Stereo[illegible]yping Oc[illegible]urs [illegible]en e[illegible]pectatio[illegible]s of tra[illegible]tio[illegible] [illegible]oles or stere[illegible]types are co[illegible]vey[illegible].	• W[illegible]hen a[illegible] fema[illegible]le st[illegible] ex[illegible]ra h[illegible]lp or an e[illegible] "W[illegible]hat [illegible] you nee[illegible] • "Y[illegible]ou're [illegible]a gin[illegible] you [illegible] • A[illegible] pers[illegible] ask[illegible]s a v[illegible] sh[illegible]e is [illegible], lo[illegible]ks q[illegible] • A[illegible] adv[illegible]sor a[illegible]ks a[illegible] or hav[illegible]g ch[illegible]ldre[illegible] • Sh[illegible]ows [illegible]urpr[illegible]se w[illegible] to be a[illegible]esbia[illegible]n. • La[illegible]belin[illegible] an a[illegible]sser[illegible] as a "b[illegible] whil[illegible] as a "fo[illegible]cefu[illegible] lead[illegible]r	[illegible]sks a male profess[illegible]or [illegible]ing assignment, h[illegible]e a[illegible] [illegible]rk on this for anyw[illegible]ay? [illegible]ave to be good at [illegible] [illegible]er age and, upon hea[illegible] [illegible]her ring finger. [illegible] student if she is p[illegible]an[illegible] [illegible]n postdoctoral trai[illegible]ing [illegible]m nine woman tu[illegible]ns [illegible]ale committee cha[illegible]ir/c[illegible] [illegible]bing a male count[illegible]erp[illegible]

Ada[illegible]tec[illegible] [illegible] Su[illegible], Derald [illegible]ing, Microag[illegible]ressions i[illegible] E[illegible]veryo[illegible]y Lif[illegible]: Rac[illegible] [illegible]er and Sexual Orien[illegible]atio[illegible] [illegible]y &