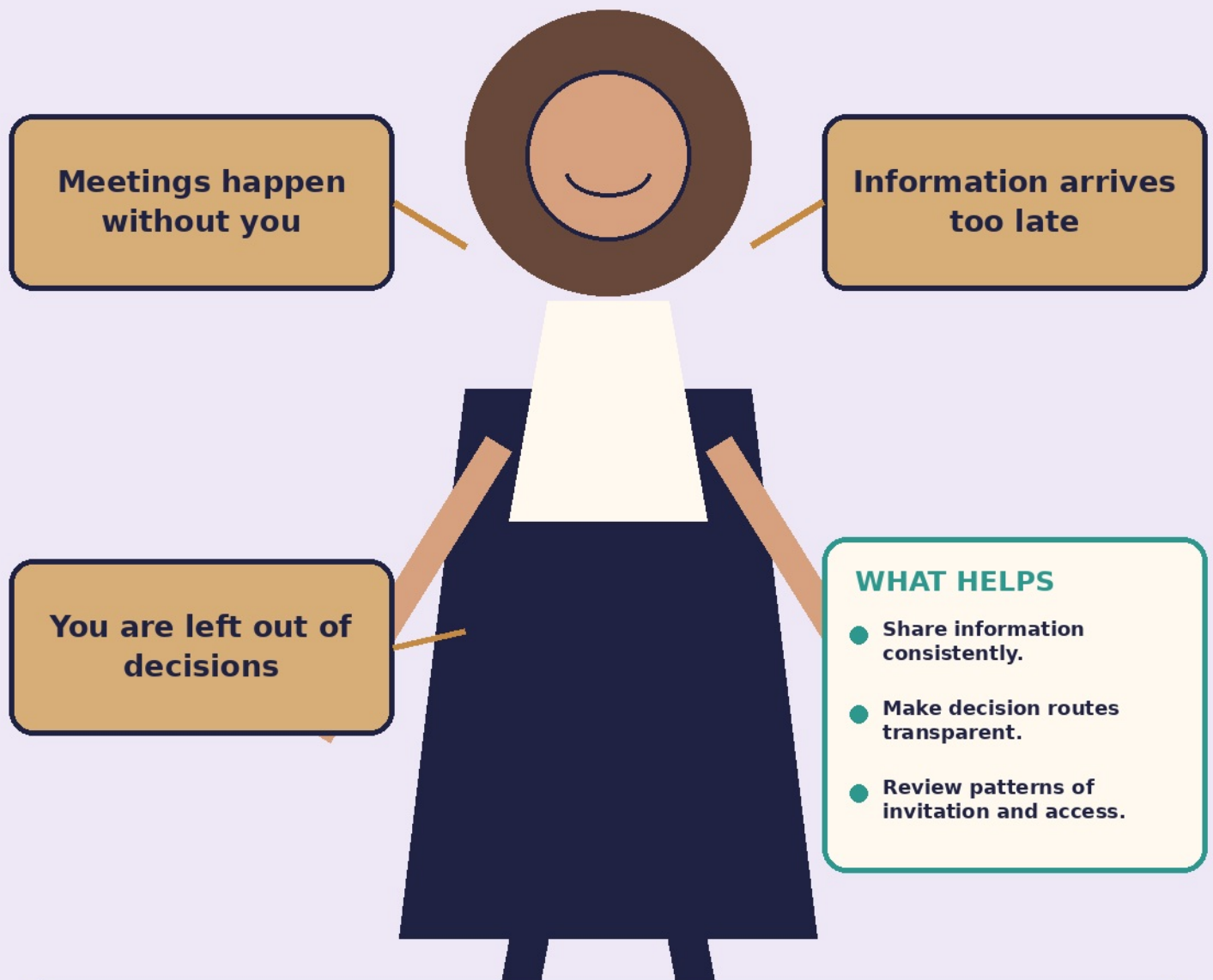


EACH CUT MAY BE DENIABLE. THE CUMULATIVE HARM IS NOT.



Repeated exclusion can block someone from contributing fully and may leave them feeling isolated, powerless or set up to fail.

NOTICE THE PATTERN • LISTEN • RECORD • ACT