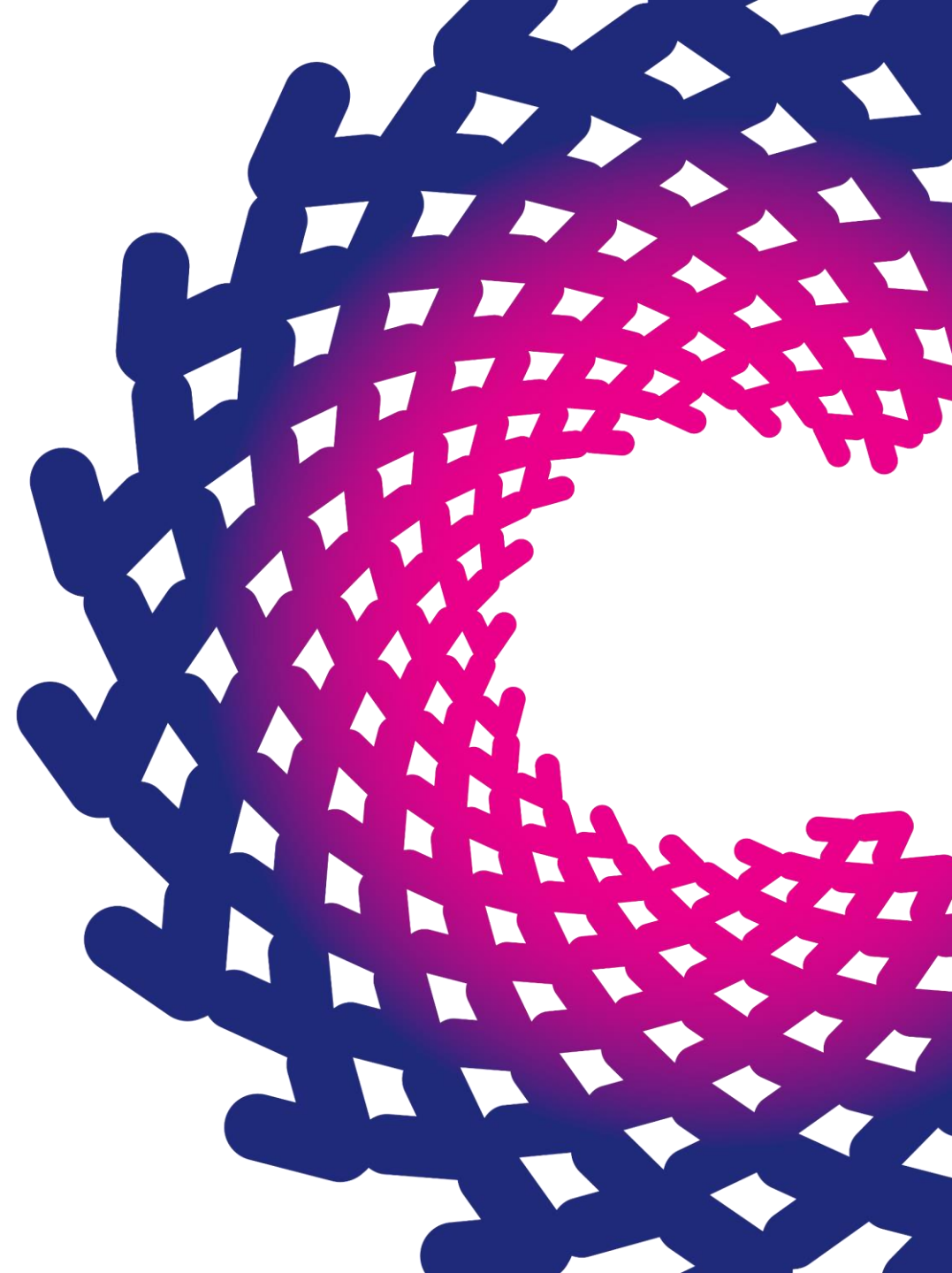




Microaggressions: “No, where are you *really* from?”

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Welcome
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Today's Agenda

- 01. Welcome & check in
- 02. Community agreements
- 03. What is a microaggression?
- 04. Different perspectives in microaggression interactions
- 05. Small group scenarios
- 06. Resources & closing

What constitutes a
microaggression?

The term microaggression describes **brief** and **commonplace** verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate **hostile**, **derogatory**, or **negative slights** and **insults** toward marginalized people and/or their communities.

About that term...

An inaccurate moniker

Not “micro” at all

- Rooted in history
- Harmful ideas about groups
- Stereotypes ingrained in our culture

Racist actions, behaviors, imagery

- May also be sexist, transphobic, homophobic, ableist, classist

More accurate terms for “microaggression”

Instance of hostility

Dismissal of opinion

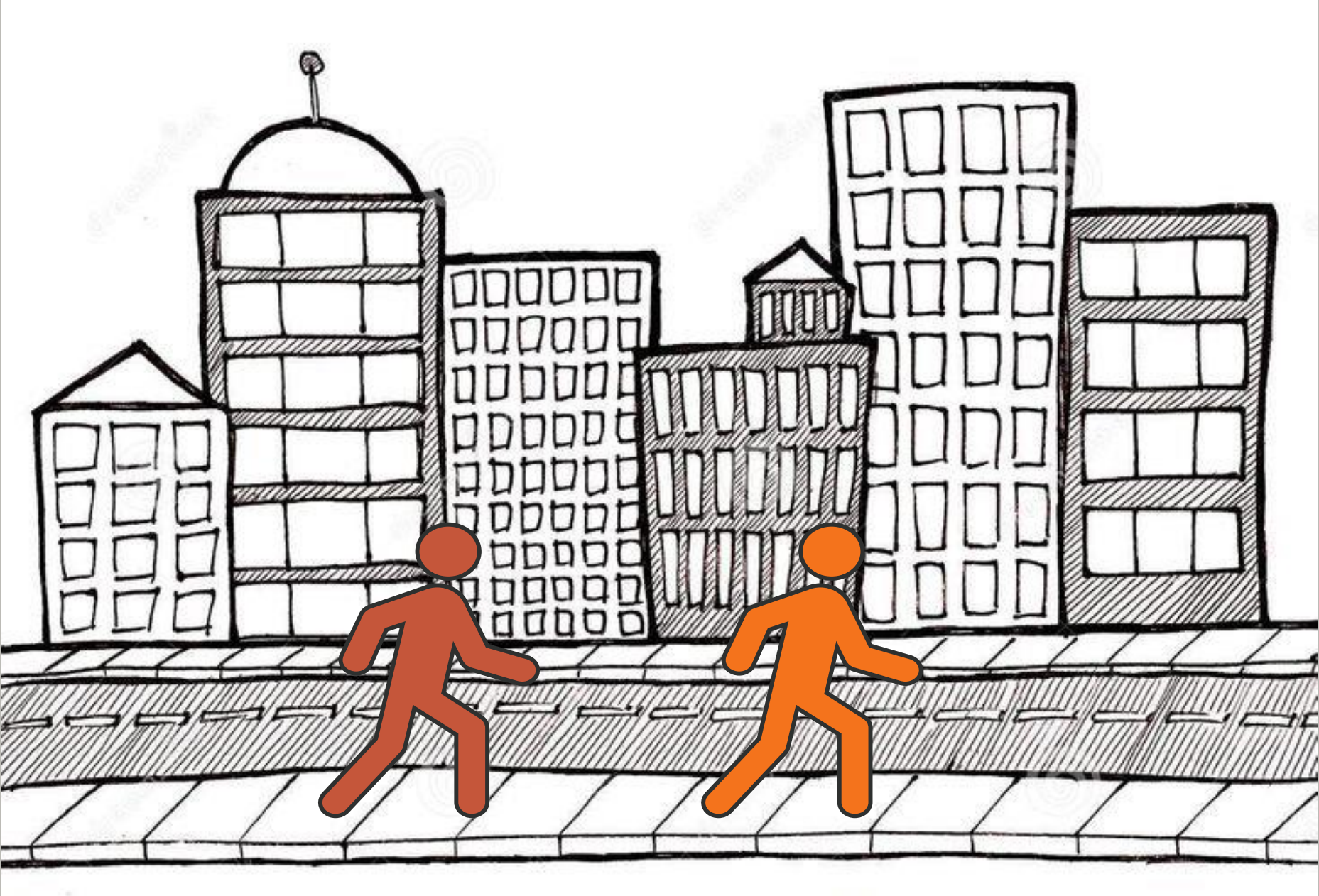
Hurtful language toward
another person

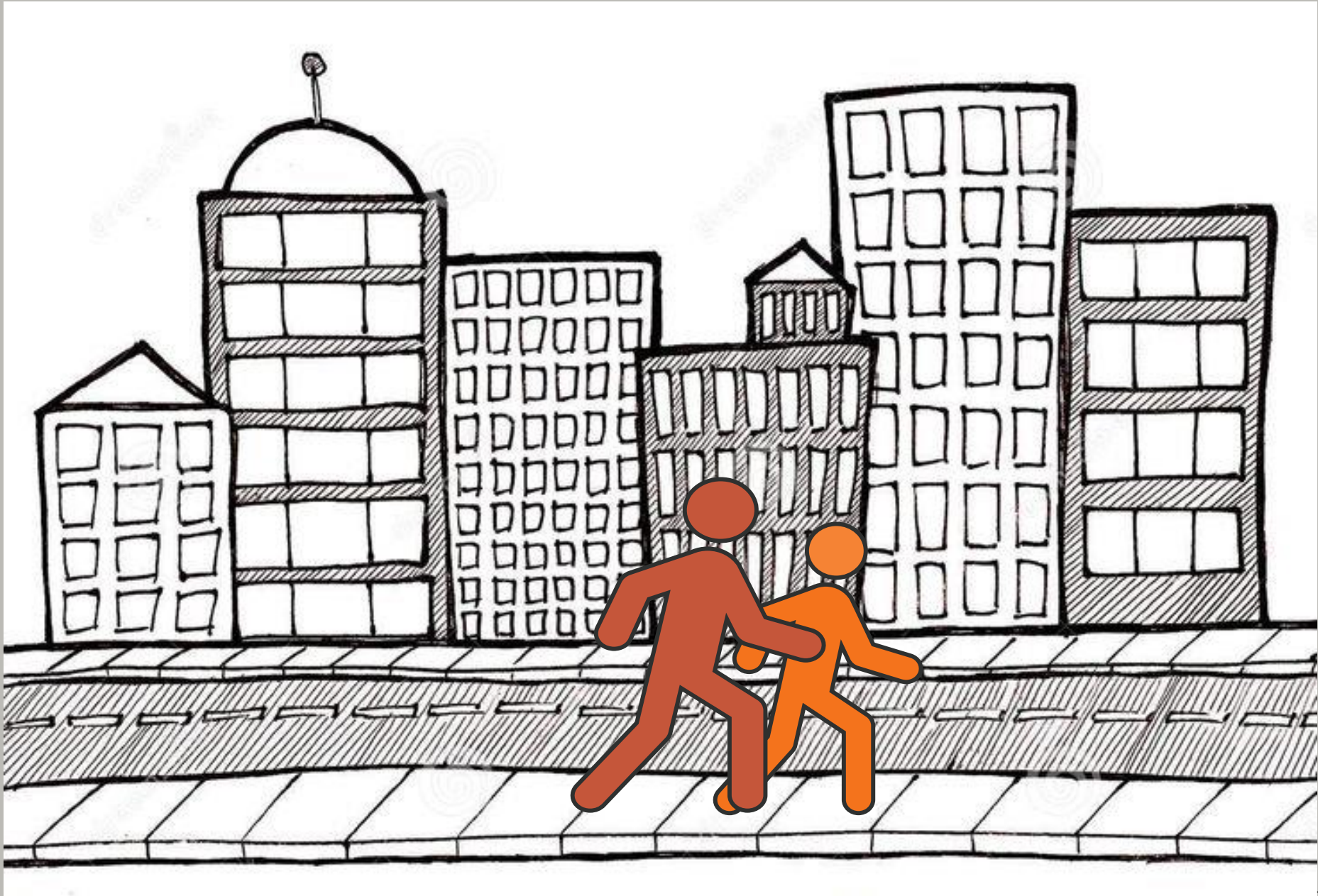
Invalidation of perspective

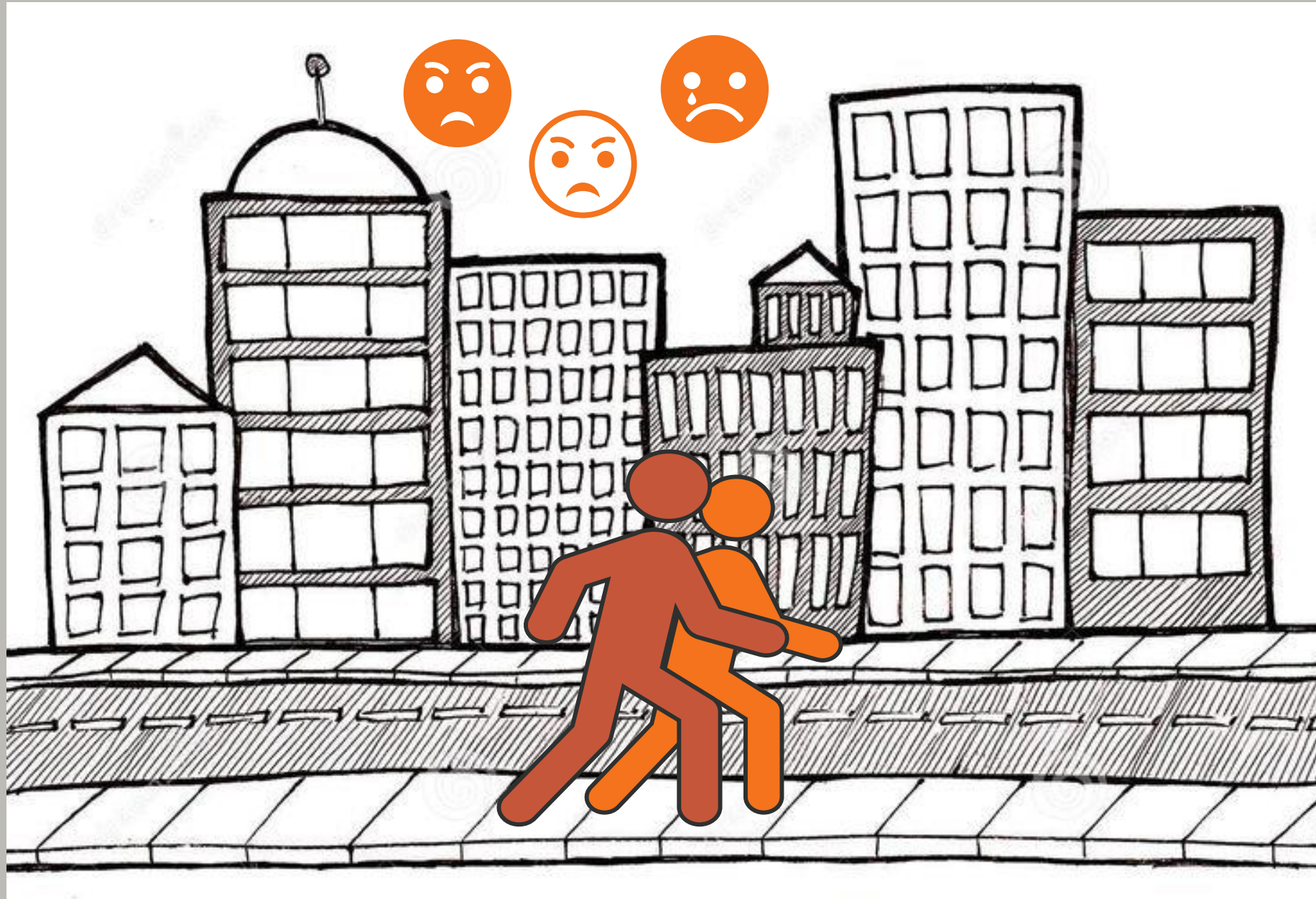
Expression of disrespect

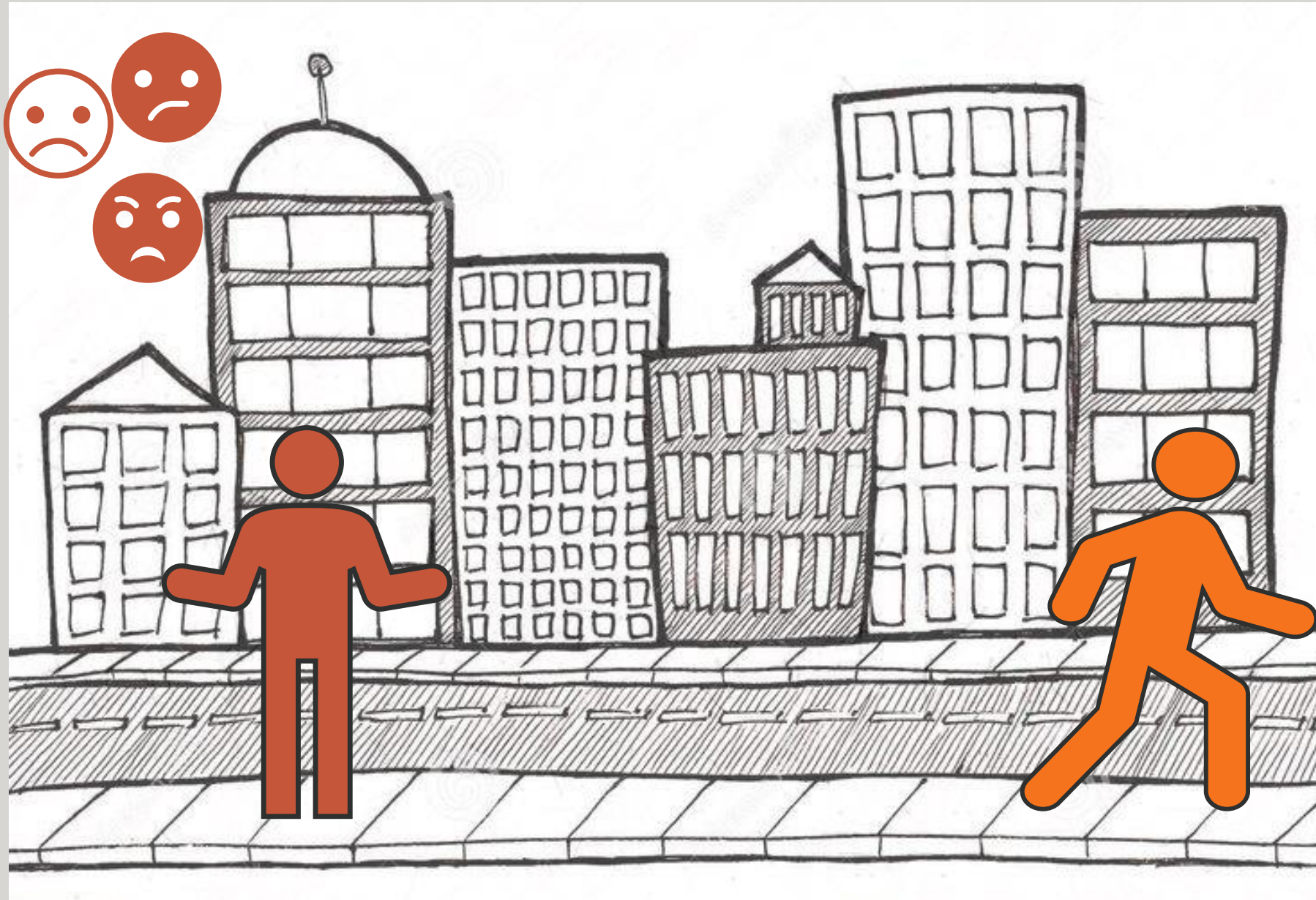
Demonstration of bias

Example of discrimination

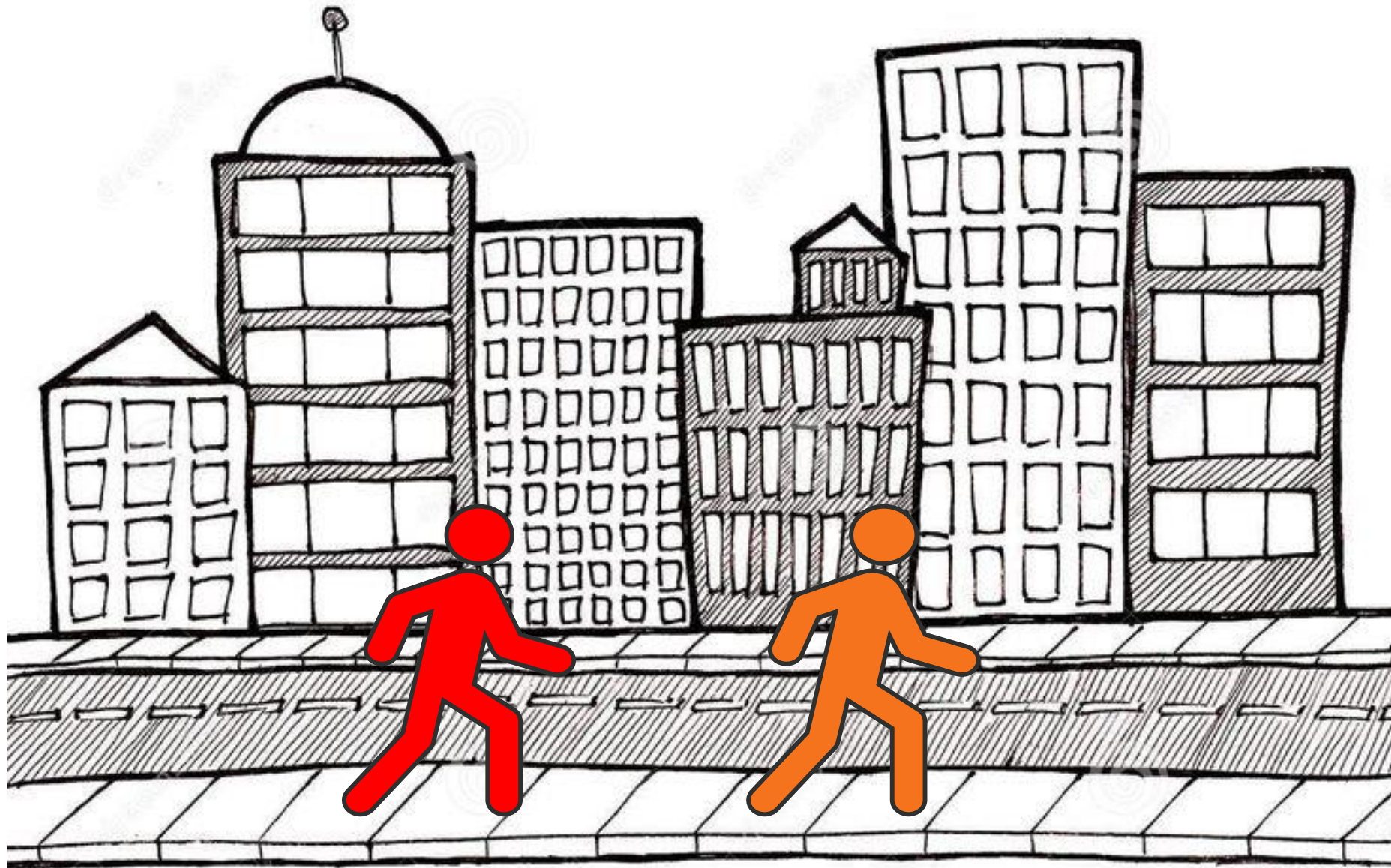


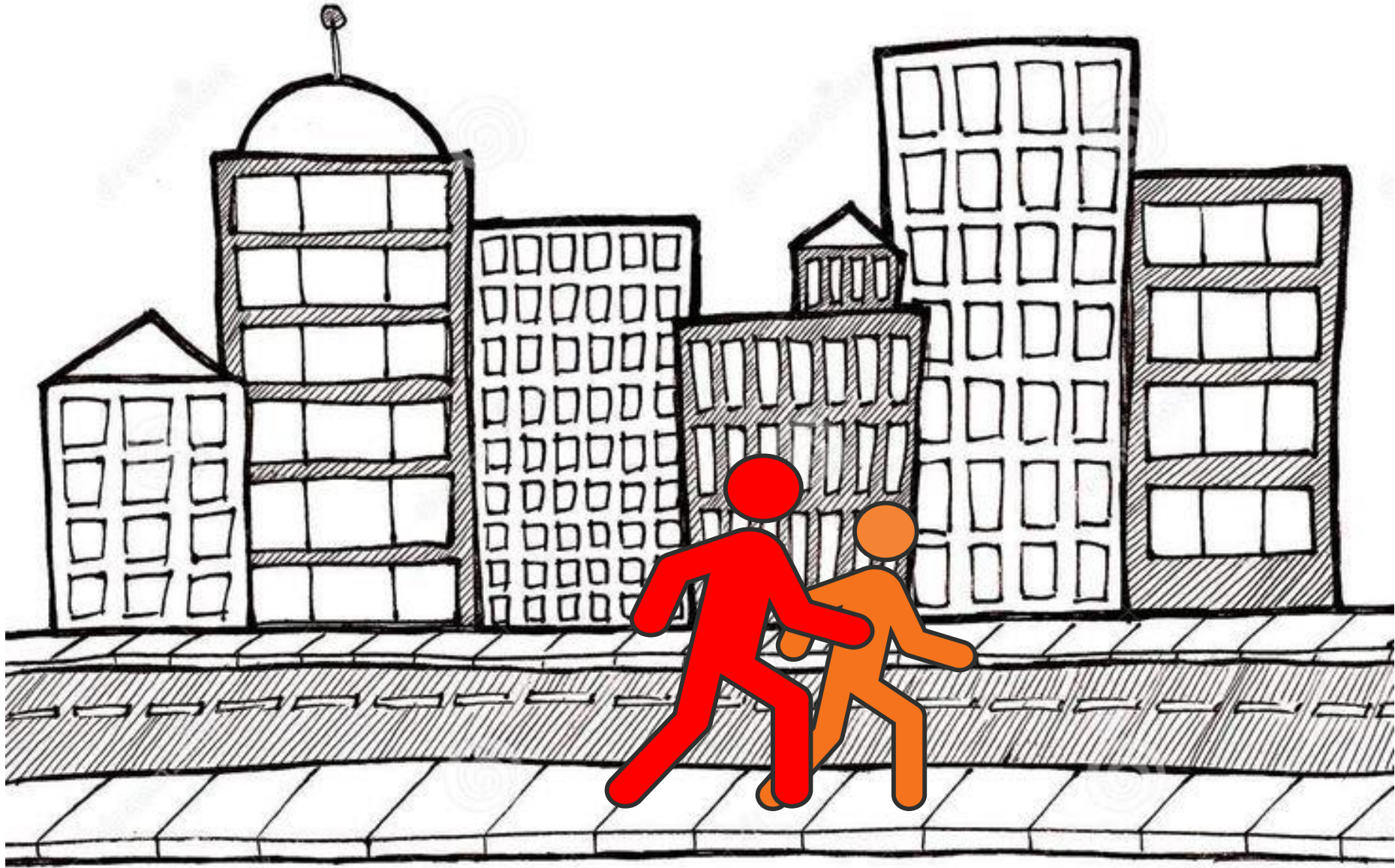






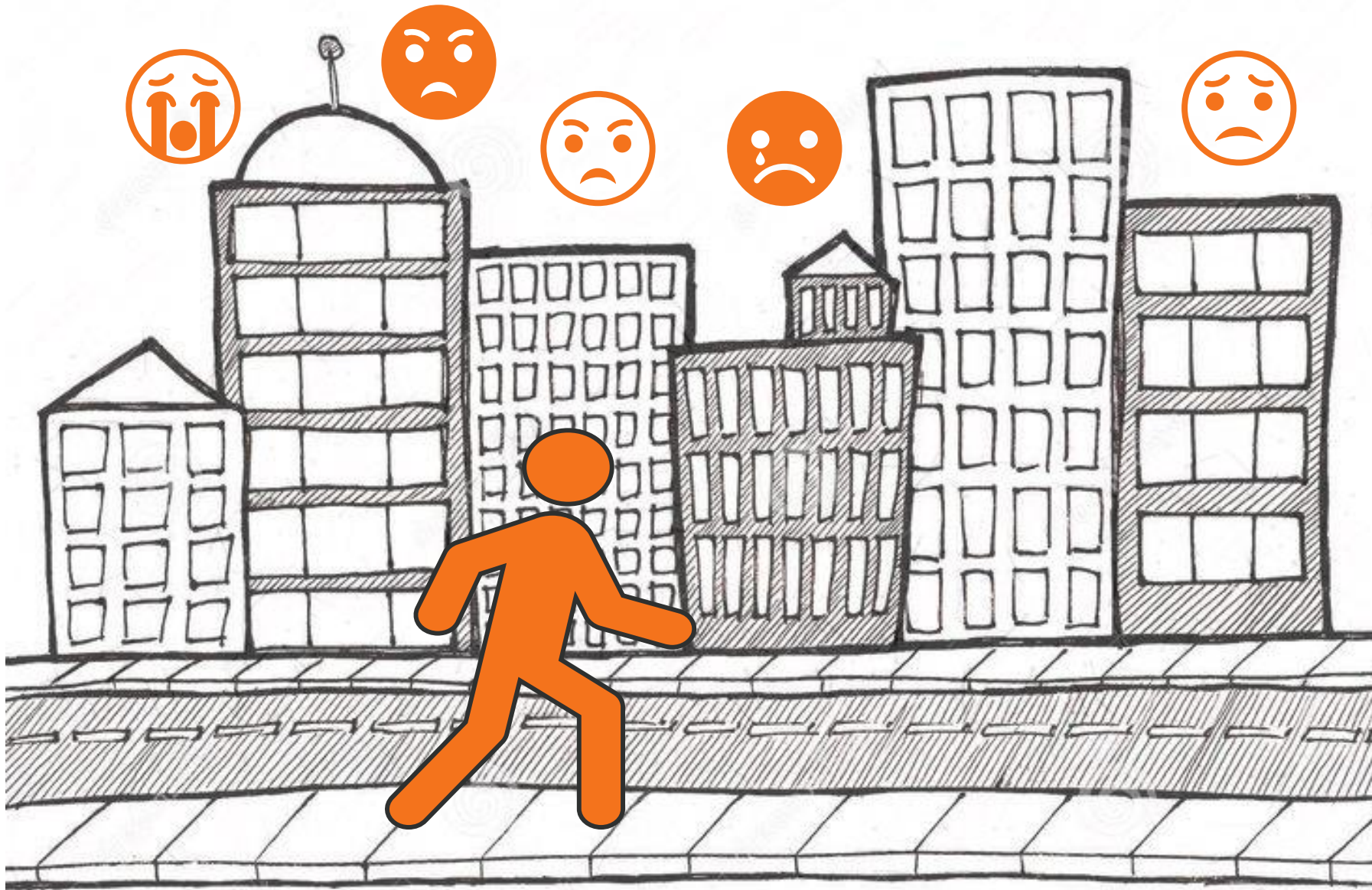


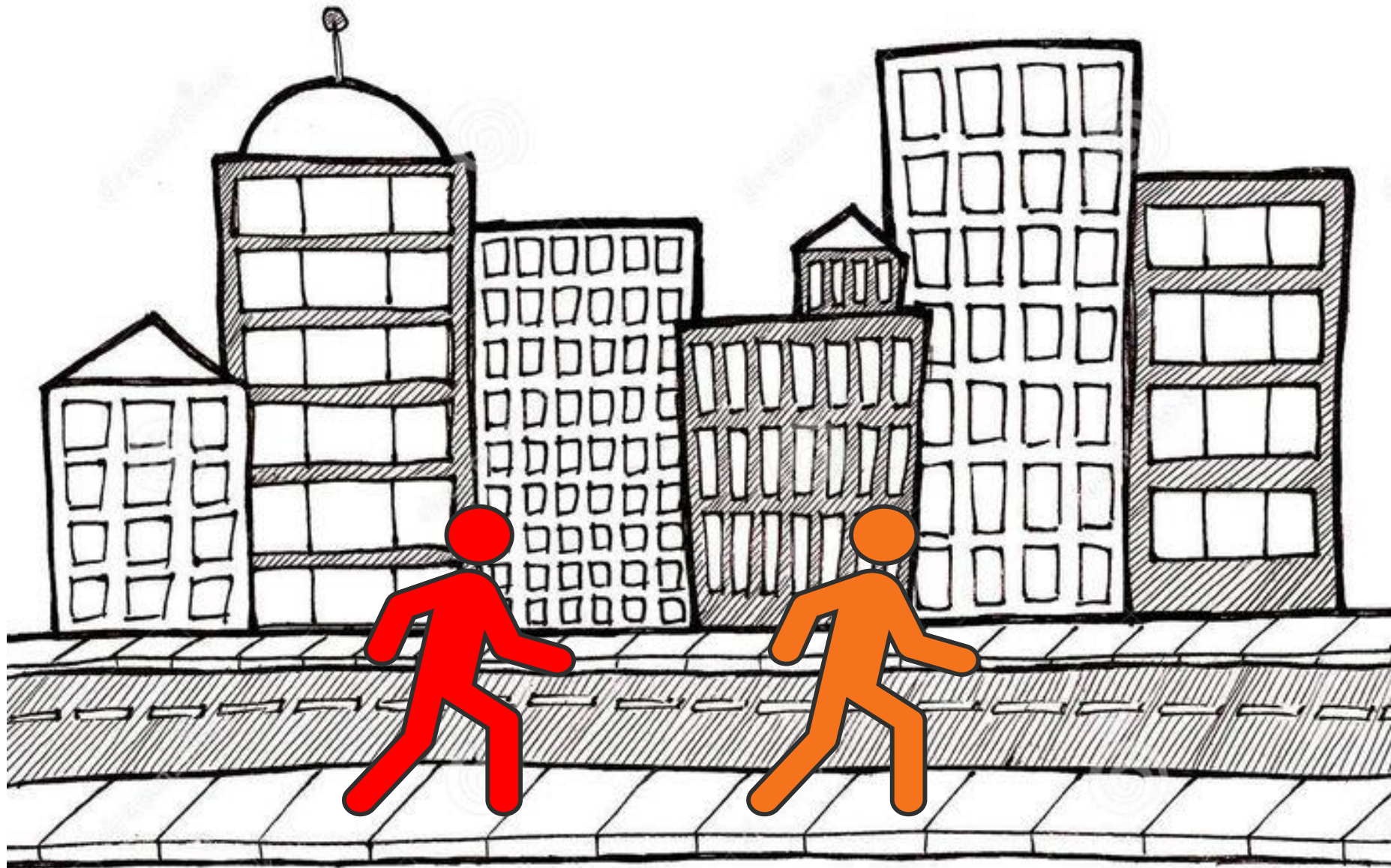


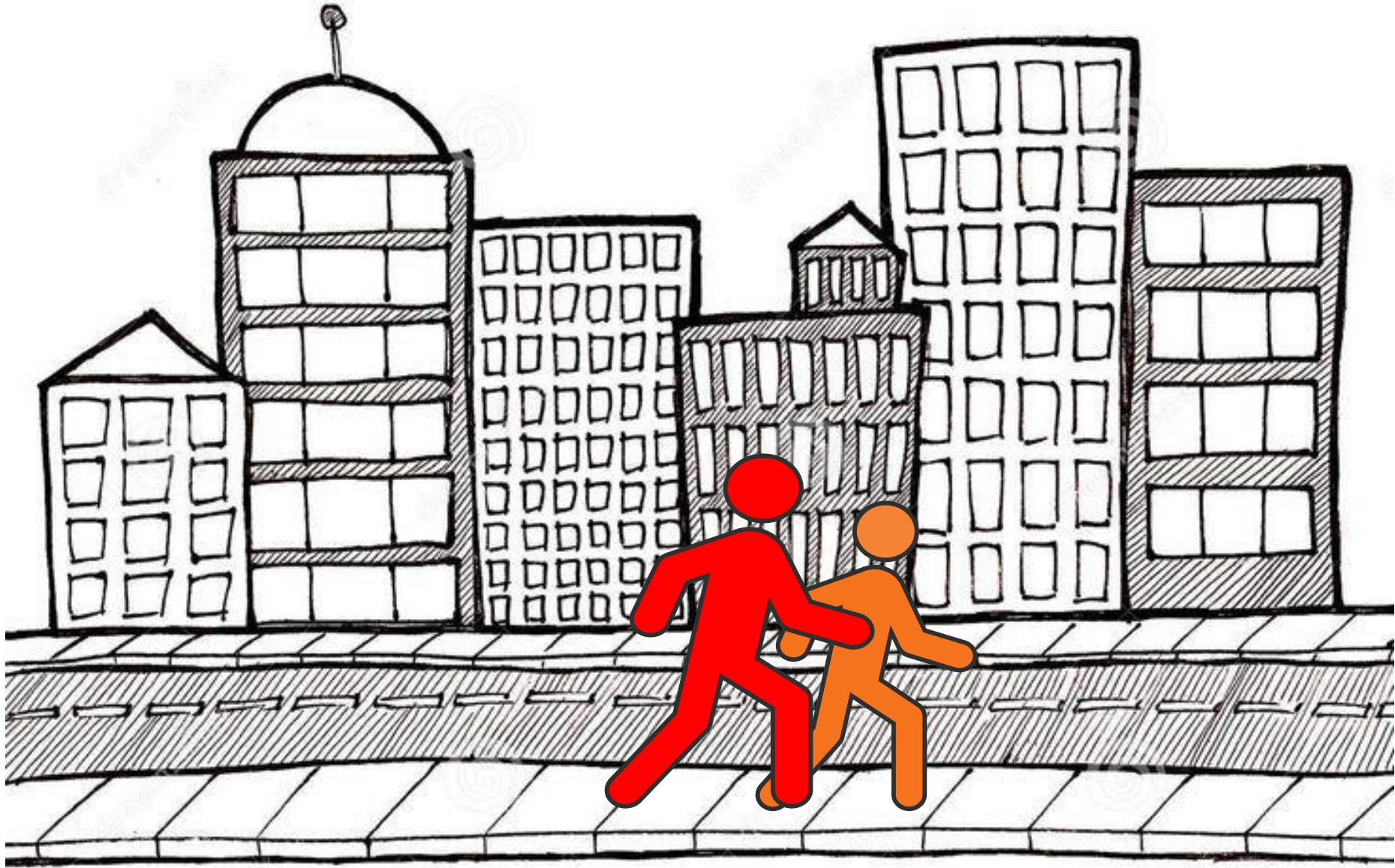


















How can you relate?

How to respond to a microaggression

How to handle a microaggression as a target

Assess the context of the situation

The relationship matters

Level of egregiousness

Consider what's at stake before reacting

Take a deep breath – or several

Calling in vs. walking away



How to handle a microaggression as a perpetrator


Don't be defensive or deny the other person's experience.

Focus should be on the person toward whom the aggression was made.

Keep your emotions in check.

Practice empathy & self-awareness.

Be open to listening but recognize that it's not the targeted person's responsibility to teach.



How to handle a microaggression as an witness

Check in with the targeted person.

Follow the targeted person's advice.

Assess the context.

Consider escalating the situation.

What is your relationship to the perpetrator? To the target?

Consider the following:

- 1) Assess the context:
 - a. Who was the perpetrator and who was the target?
 - b. What are their identities?
 - c. Who holds societal power?
 - d. Who holds positional power?
 - e. Where did the situation take place?
 - f. Who else was present?

- 2) Assess your own relationship to each person involved.
 - a. Do you have history?
 - b. Does this person trust you?

Consider the following:

- 3) Level of egregiousness of the aggression
 - a. Practice empathy
 - b. Consider the targeted person's perspective

- 4) How do you handle the situation while maintaining relationships with all involved?
 - a. Notice who is being centered in your decision about how to proceed.
 - b. Ask yourself who has power in the interaction between you and the perpetrator; you and the target
 - c. Assess whether you are choosing to act out of comfort, shared identity solidarity, or your espoused values.

Practice:

How will you respond?

What additional information might inform your decision?

Have you have encountered this kind of situation before? Has either person been involved before?
- Target, perpetrator, or you as a witness

If so, how have you previously responded?

How would you like to respond in the future?

1. A company's DEI committee organizes a "Tacos & Churros" luncheon to celebrate Latino Heritage Month. The invite went to all HQ and field staff and is being held next week.
2. Two colleagues have the following conversation: Are you dating anyone? I have a good friend who I think you would really like. Can I introduce you?
3. You are in a team meeting where a woman of color makes a salient point, but no one responds. Later in the meeting, a white male repeats the same point and others offer positive feedback for "his" idea.
4. You are in a meeting and your best friend at work, who identifies as a gay white man, repeats an idea for an upcoming action that you originally heard from a straight Black male colleague. People are excited and seek to move forward with the gay white man's idea.

Share out:
How did your group
proceed?

Takeaways

Takeaways

1. The purpose of this exercise was to get you to re-examine similar instances and consider how you might act differently.
2. Anyone, including people from marginalized groups, can be perpetrators of bias & microaggressions.
3. It is important to consider factors like power, positionality, and privilege when determining how to act in a given situation.
4. In a workplace context, you should consider the stakes involved do all you can to preserve the work relationship.



Thank you!

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