

# MICROAGGRESSIONS: WORDS MATTER

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# OBJECTIVES

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- Defining good relationships and how we form bias
- Create awareness around the impact of microaggressions
- Explore productive ways to respond to microaggressions
- Discover long term affects of microaggressions

# DEFINE A GOOD RELATIONSHIP ( EXERCISE)

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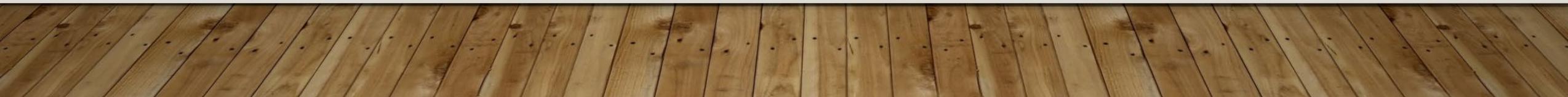
- What words come to mind?
- Virtual Attendees (Type in chat box )





# GOOD RELATIONSHIPS

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- Trust – Open and honest
  - Respect – Valuing input
  - Self- awareness – Taking responsibility
  - Inclusion- welcoming not just tolerating people
  - Open communication- honesty
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# SOCIAL CATEGORIZATION

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- **Social Categorization:** The way we **learn and retain information** and place individuals into social groups.
- **Social groups:** racial, ethnic, gender, or cultural groups.



# SILHOUETTE

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- Profile or outer frame





# TERMS TO KNOW

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- **BIPOC-** Black, Indigenous, and people of color.
  - People of Color is a category to capture the global majority.  
“Non-white” may be offensive and perceived as if white is the standard to be measured against.
- **WHITE**
  - Term capturing people with European ancestry. “Caucasian” comes from early scientists who admired people from the Caucasoid mountains and is not the appropriate term to use.

# STREET RACE

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- **Street Race** – Social assignment based on skin color, hair texture, facial features and your assumed race.
- Can often occur with individuals that are multi-racial.



# BIAS

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- Prejudice toward or against someone or something that is unconscious
- Considered a thinking shortcut that can lead to unfair decisions and treatment.
- Example – Scarlet King vs Coral Snake



# STEREOTYPE THREAT

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- Self-confirming negative stereotypes about a **social group** that you belong to.
- Social group- racial, ethnic, gender, or cultural group



# MICROAGGRESSIONS

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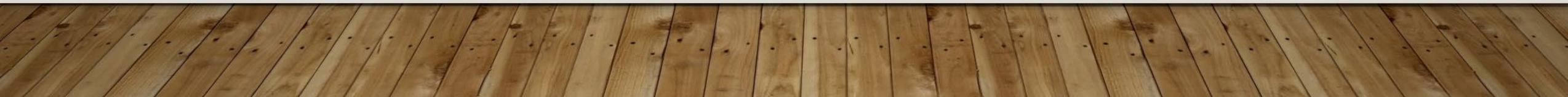
- **Microaggressions** are verbal and non-verbal slights that are sometimes unintentional but harmful messages toward marginalized groups such as BIPOC- Black, Indian, and people of color.
- These slights typically stem from stereotypes and are harmful to relationships and a person's work environment.





# TYPES OF MICROAGGRESSION

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- **Micro-insults:** subtle, demeaning, and rude statements toward a social group which are insensitive
  - **Example:** How did you get your job; I wish I had it as easy as people like you.
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# TYPES OF MICROAGGRESSION

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- **Micro assaults:** very aware and intentional language and behavior that is meant to be harmful.
- **Example:** Go back to where you came from



# TYPES OF MICROAGGRESSION

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- **Microinvalidations:** statements or actions that invalidate a person's feelings, experiences, or beliefs based on a person's targeted identity
- **Example:** When I look at you, I don't see color

# MICROAGGRESSION (EXERCISE)

Virtual Attendees Use the Chat box

Microaggression	Thoughts/ Feeling
You're not like the other ones, you're one of the good ones.	
A store clerk following a customer of color around the store.	
You speak good English.	
How can you afford to live here?	
I see your hair is big today, will you change it before the meeting?	

# EXAMPLES OF MICROAGGRESSION

Microaggression	Impact/ Message
You're not like the other ones, you're one of the good ones.	Different/ People that look like you are not typically good.
A store clerk following a customer of color around the store.	Suspicious/ You are going to steal.
You speak good English.	Other/ Foreigner. You are not American.
How can you afford to live here?	Lesser Than/ You do not belong.
I see your hair is big today, will you change it before the meeting?	Feeling not welcome or accepted/ You're not professional



# MICROAGGRESSIONS: DAILY PAPER CUTS

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- Increased Stress

- Depression/ Anxiety
- Poor Coping Methods
- The “other” mentality

- Poor Relationships

- Avoidance
- Mistrust
- Resentment

# THOUGHTS WHEN EXPERIENCING A MICROAGGRESSION

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- Virtual Attendees
  - Raise your hand on virtual platform.



# THOUGHTS WHEN EXPERIENCING A MICROAGGRESSION

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- Why?
- Did they just say that?
- Am I overreacting?
- Thoughts of appearing hostile with your response
- **Did they mean it? What are they thinking?**



# HOW TO RESPOND ( RECEIVING END)

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- Start with Questions
  - **Repeat** – If I am hearing you correctly ( paraphrase comment)
  - **Clarify** – What do you mean by that?
  - **Discuss the Impact** – You may not realize but this comment made me feel disrespected or uncomfortable.
  - Understand **Intent vs Impact**

# HOW NOT TO RESPOND ( COMMITTED A MICROAGGRESSION )

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- You're too sensitive
- I have a \_\_\_\_\_ friend and it doesn't bother them.
- We all joke right, have tough skin



# HOW TO RESPOND ( COMMITTED A MICROAGGRESSION )

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- Active Listening
- Don't be defensive
- Be Genuine



# WHAT NEXT?

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- Relationships
  - Guidelines
- Communication
  - Actively Listen
  - Open Communication
- Learn
  - Experiences

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Where there is  
discomfort, there  
is an opportunity  
for growth.

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