OBJECTIVES

• 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)

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

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

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

• Profile or outer frame
TERMS TO KNOW

• 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 Caucasoide mountains and is not the appropriate term to use.
STREET RACE

• **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

• 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

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

• **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

- **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.
TYPES OF MICROAGGRESSION

• **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

• **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

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

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

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

- Poor Relationships
  - Avoidance
  - Mistrust
  - Resentment
THOUGHTS WHEN EXPERIENCING A MICROAGGRESSION

• Virtual Attendees
  • Raise your hand on virtual platform.
THOUGHTS WHEN EXPERIENCING A MICROAGGRESSION

• 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)

• 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)

• 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 )

- Active Listening
- Don’t be defensive
- Be Genuine
WHAT NEXT?

• Relationships
  • Guidelines

• Communication
  • Actively Listen
  • Open Communication

• Learn
  • Experiences
Where there is discomfort, there is an opportunity for growth.