



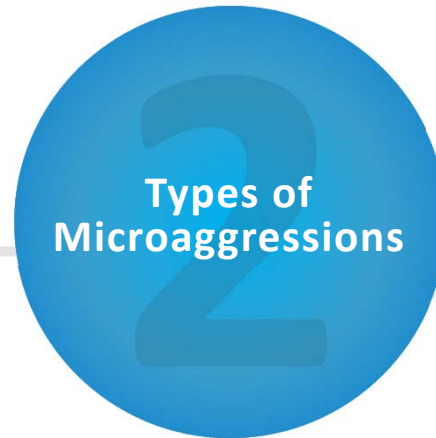
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MICROAGGRESSIONS



Presentation Goals






Microaggression Defined

<http://www.youtube.com/watch?v=1Ewgu369Jw&sns=em>
Empathy Video



Microaggressions are brief and commonplace daily verbal, behavioral, and environmental indignities, **whether intentional or unintentional**, that communicate hostile, derogatory, or negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group” (Sue, Capodilupo, et al, 2007).



“Can occur by well-intended, moral, and decent family members, friends, neighbors, coworkers, students, teachers, clerks, servers, employers, health care professionals, and educators” (Sue, 2010).







Types Of Microaggressions



Microassault

- Explicit and intentional discriminatory actions by verbal or nonverbal attack against someone's identity with intention to hurt the victim through name-calling, avoidant behavior, or purposeful discriminatory actions.



Microinsult

- Are often characterized by nonverbal or verbal remarks or comments that convey rudeness and insensitivity and demean a person's heritage or identity.
- Examples:
 - “All Asians are inherently good at math/science.”
 - “A female physician at an emergency room is mistaken by male patients as a nurse.”



Microinvalidations

- Characterized by verbal comments or behaviors that exclude, negate, or nullify thoughts, feelings, or experiential reality of a person's identity.
- Examples:
 - "There is only one race. The human race."
 - "I am not homophobic. I have a gay friend."
 - "You speak English very well."









Other Examples of Microaggressions



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- “Muslims are terrorists.”
 - “You’re in America, you need to speak English.”
 - “Depression is not a disability. Just exercise.”
 - “Oh, I have OCD also. I’m a perfectionist.”
 - “White people are racist.”

<http://www.youtube.com/watch?v=DWynJkN5HbQ>



Activity



Draw a line from the microaggression to the underlying message.

| Microaggression | Message |
|--|---|
| "You throw like a girl" | Being gay is unacceptable. |
| "You are a credit to your race." | You don't belong. |
| "Being gay is just a phase." | People with disabilities are less important, likeable or competent. |
| "That is so gay." | Feminine traits are undesirable. |
| "You speak English very well." | Your culture is your most defining feature. |
| "That's retarded." | People of your background are unintelligent. |
| A professor asks a Latina student in front of class, "What do Latinas think about this situation?" | You are not a complete woman. |
| Asking, "Why don't you have any children?" to an older woman. | You are not man enough. |

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Impact of Microaggressions



Implications of Microaggression

- Microaggressions result in harmful psychological consequences and create disparities.
- They sap the spiritual energies of recipients and lead to low self-esteem
- They deplete or divert energy for adaptive functioning and problem solving.



Impact of Microaggression in the Workplace

- Psychological implications – anxiety, paranoia, depression, sleep difficulties, lack of confidence, worthlessness, intrusive thoughts, helplessness, loss of drive
- Lower morale and engagement
- Lower productivity
- Relationship issues with peers and supervisors

Impact of Microaggression in Education

- Unwelcoming campus climate
- Hostile Learning Environment
- Lower academic achievement
- Lower graduation rates

- 1. Describe a time you witnessed a microaggression. What was the underlying message? How did you feel? What did you do?**
- 2. Describe a time you experienced a microaggression. What was the underlying message? How did you feel? What did you do?**



How do we Address Microaggressions?



Addressing Microaggressions


- **Become aware of your own biases and fears.**
- **Actively listen when someone raises a concern.**
- **Don't be defensive. (Be a CREATOR!)**
- **Learn about other cultures. It is important in interacting with people who differ from you.**
- **Be open to discussing your own biases and how they might have hurt others or reveal biases you have.**
- **Be an ally – stand personally against all biases and discrimination and interrupt microaggressions when witnessing them.**
- **Educate others about microaggressions and how to stop them.**

<http://www.youtube.com/watch?v=b0Ti-gkJiXc>



Summary

- What is a microaggression?
- What are the types of microaggressions?
- What impact can microaggressions have on an individual?
- How can we address microaggressions?



“Courage doesn’t always roar. Sometimes courage is the quiet voice at the end of the day saying,

**I will try again
tomorrow.”**

- Mary Anne Radmacher





THANK YOU!