

Microaggressions 2.0

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Agenda/Objectives

1. Review of Microaggressions
2. Assessing our own personal biases
3. How to address microaggressions
 - The oppressed/targeted
 - The bystander
4. What would you do?

Racial Microaggressions

BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIORAL, OR ENVIRONMENTAL INDIGNITIES, WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE RACIAL SLIGHTS AND INSULTS TOWARD PEOPLE OF COLOR.

Microaggressions

Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership

- Dr. Derald Wing Sue

MONDAY

YOUR HAIR IS SO BEAUTIFUL!
CAN I TOUCH IT?

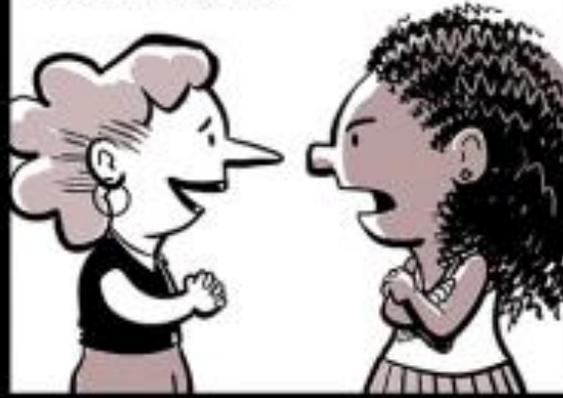
THANKS,
BUT NO.



TUESDAY

HOW DO YOU
WASH YOUR HAIR?
DOES IT SMELL?
CAN I TOUCH IT?

I'D RATHER
YOU DIDN'T.



WEDNESDAY

WHAT DOES
THAT STUFF
FEEL LIKE?

HEY!
HANDS OFF,
PLEASE.



THURSDAY

MAY I TOUCH
YOUR—

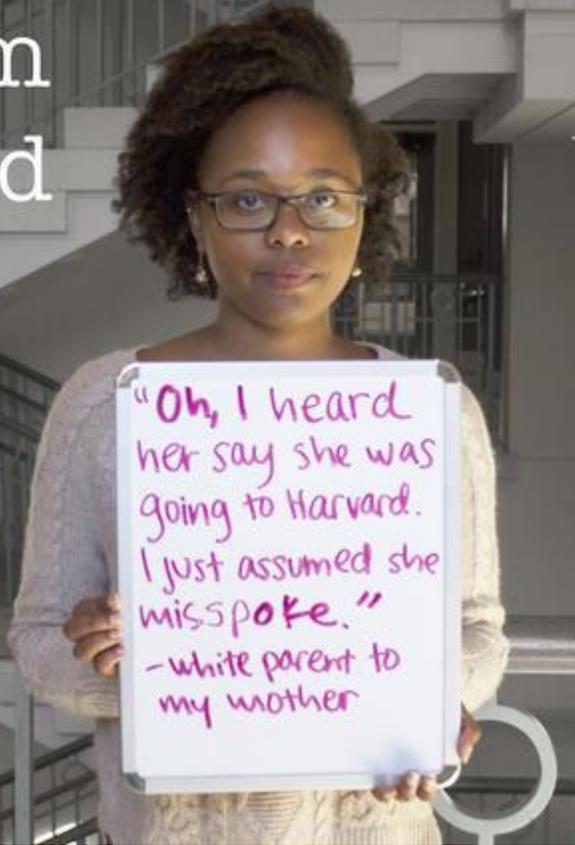
NOT A
PETTING
ZOO!



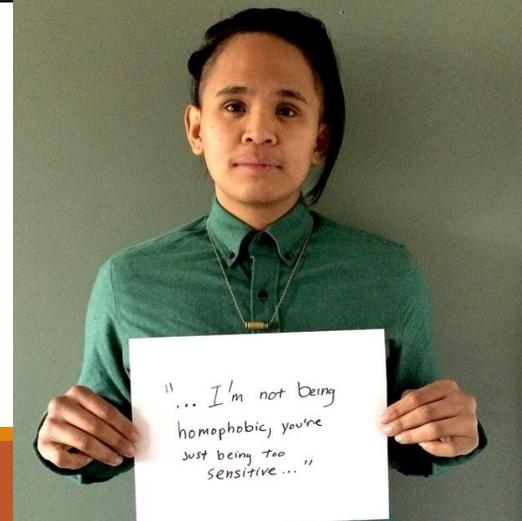
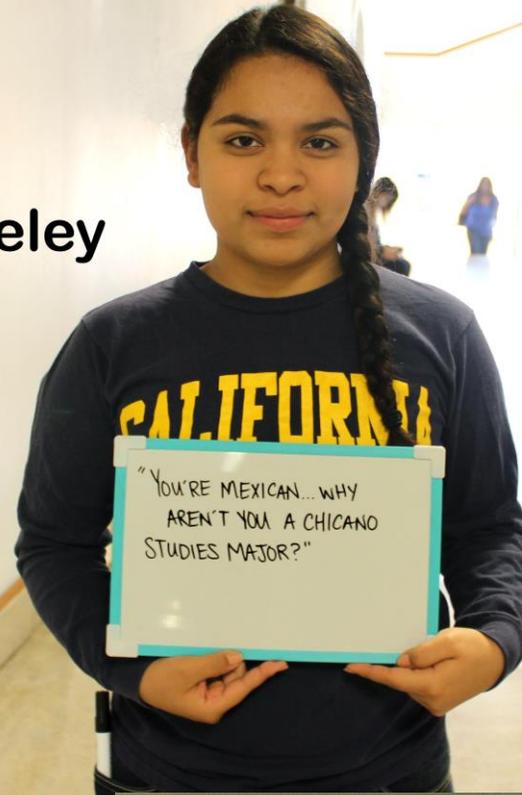
WHY ARE
BLACK PEOPLE
SO TOUCHY?



#itooam
harvard

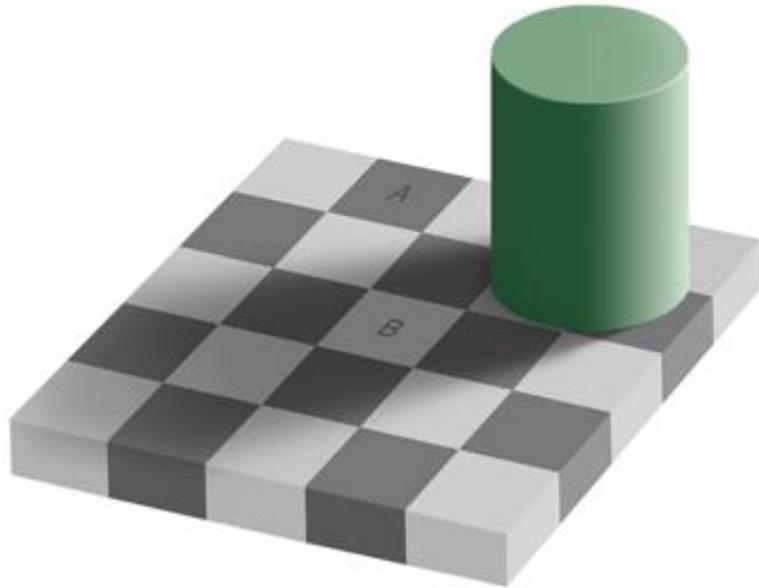


#itooamberkeley



Hidden Biases of Good People

Unconscious Inference



BlindSpot: the Gender-Career Test (bit.ly/SY5IF4)

BlindSpot: the Race Test (bit.ly/TtkoCZ)

BlindSpot: the Race-Weapon Test (bit.ly/P7byzi)

Research based on Race Implicit Association Test (IAT) Results for the past decades:

- Automatic White preference is pervasive in American society: 75%
- Race IAT predicts discriminatory behavior even among research participants who espouse egalitarian beliefs. (significantly better prediction than self-report measure on "prejudice")

Racial Microaggressions

MicroInsult

(Often Unconscious)

Behavioral/verbal remarks or comments that convey rudeness, insensitivity and demean a person's racial heritage or identity

MicroAssault

(Often Conscious)

Explicit racial derogations characterized primarily by a violent verbal or nonverbal attack mean to hurt the intended victim

MicroInvalidation

(Often Unconscious)

Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color

Environmental MicroAggressions (Macro-Level)

- Ascription of Intelligence
- Second Class Citizen
- Pathologizing Cultural Values/Communication Styles
- Assumption of Criminal Status

- Alien in Own Land
- Color Blindness
- Myth of Meritocracy
- Denial of Individual Racism (Dr. Derald Wing Sue)

Please Reflect on Your Experience

Use the sheet provided to:

Write: your macroaggression experience (oppressed/targeted or bystander)

Response: did you respond/address the macroaggression?

2 mins

Handout: Theme/Message

Examples of Racial Microaggressions

Theme	Microaggression	Message
<i>Alien in own land</i> When Asian Americans and Latino Americans are assumed to be foreign-born	"Where are you from?" "Where were you born?" "You speak good English." A person asking an Asian American to teach them words in their native language.	You are not American You are a foreigner
<i>Ascription of Intelligence</i> Assigning intelligence to a person of color on the basis of their race.	"You are a credit to your race." "You are so articulate." Asking an Asian person to help with a Math or Science problem.	People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in Math / Sciences.
<i>Color Blindness</i> Statements that indicate that a White person does not want to acknowledge race	"When I look at you, I don't see color." "America is a melting pot." "There is only one race, the human race."	Denying a person of color's racial / ethnic experiences. Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.
<i>Criminality – assumption of criminal status</i> A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.	A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes. A store owner following a customer of color around the store. A White person waits to ride the next elevator when a person of color is on	You are a criminal. You are going to steal / You are poor / You do not belong / You are dangerous.

Please refer to the previous slide

□ Discuss two themes with your table partners

□ Try to determine if it's a:

- MicroInsult
- MircoAssult
- MicroInvalidation

Addressing Microaggressions

- **The oppressed**

- It shouldn't be the oppressed's job to educate the oppressor
- But we can't just sweep these situations under the rug
- When harm goes unaddressed, it keeps happening

In a caring, neutral tone, say something like:

“You just said X/did Y. What were you thinking when you did/said that? Although you may not have intended it that way, your statement/action harmed me. I would like you to consider the impact of your statement/action, to apologize, and to work not to say/do something like that again.”

Addressing Microaggressions

The bystander

Bystanders can make a difference in two ways:

1. Bystanders can intervene before violence/event occurs.
2. Bystanders can broaden support systems for those targeted.

Research shows that support from friends in the aftermath of trauma can help recovery for those targeted.

Addressing Microaggressions

BECOMING AN ACTIVE BYSTANDER

Observe: Realize that something is happening or has happened.

- Am I aware there is a problem or risky situation?
- Do I realize someone needs help?
- Do I see others and myself as a part of the solution?

Addressing Microaggressions

Assess: Consider what information or help you need to intervene safely.

- How do I keep myself safe?
- What are my available options?
- Are there others I may call upon for help?
- What are the pros/cons for taking action?

Addressing Microaggressions

ACT : Choose to take action.

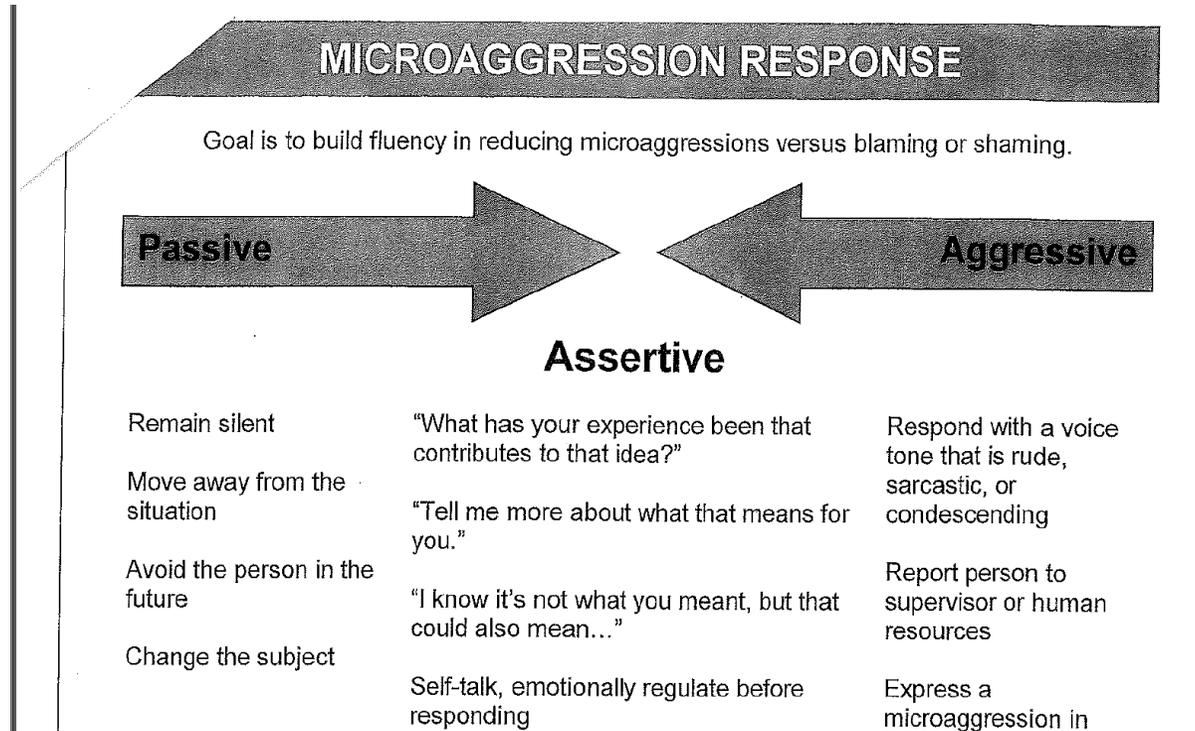
- Ask for help
- Create a distraction
- Talk directly

Addressing Microaggressions

Follow Up : Determine what follow up support can be offered.

- Is the issue over?
- What else needs to be done?
- What additional resources and support are available?

Handout: Macroaggression Response



What Would You Do?
