

Microaggressions

Microaggressions:

- Are often unintentional (sender unaware)
- May be meant as a compliment
- Contain (subtle) messages of insensitivity/exclusion
- Come from our unconscious biases
- Are often based on a long history of stereotypes

Discuss:

- What do you do to learn about your unconscious biases?

Concepts

- Attend to the *impact*, not the *intent*
- Be aware that your reality is not universal
- Learn about privileged and marginalized groups
- Notice & curtail your own unconscious biases
- Recognize that consistency is not always fair or easy

Discuss:

- Describe a time you experienced a situation differently from others.

Actions

Receiver/Bystander:

- Name the offense
- Seek to inform & educate
- Use a respectful manner

Sender:

- Listen without defending
- Acknowledge harm done
- Commit to doing better
- Avoid explaining your intention

Discuss:

- As a receiver/bystander, when might you decide to speak up – or not?



Closing: Microaggressions



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“We're all human beings who are prone to mistakes, and we're all human beings who might commit microaggressions.”

~ Dr. Kevin Nadal



Resources: *Microaggressions*

LinkedIn Learning

- Confronting Bias: Thriving Across Our Differences (~ 40 minutes)
<https://www.linkedin.com/learning/confronting-bias-thriving-across-our-differences/introduction-by-arianna-huffington?u=50844473>
- Cultural Humility (~ 4 minutes) <https://www.linkedin.com/learning/inclusive-mindset-for-committed-allies/cultural-humility?u=50844473>
- Dealing with Microaggression as an Employee (~ 54 minutes)
<https://www.linkedin.com/learning/dealing-with-microaggression-as-an-employee>
- Microaggressions (~ 4 minutes) <https://www.linkedin.com/learning/communicating-about-culturally-sensitive-issues/microaggressions?u=50844473>
- Mistakes and Microaggressions (~ 4 minutes)
<https://www.linkedin.com/learning/inclusive-mindset/mistakes-and-microaggressions?u=50844473>

Online Sources

- How Does Oppression (Microaggressions) Affect Perpetrators? The cognitive, affective, behavioral, and spiritual costs of oppression.
<https://www.psychologytoday.com/intl/blog/microaggressions-in-everyday-life/201102/how-does-oppression-microaggressions-affect>



More Resources: *Microaggressions*

More Online Sources

- Let's Talk About Racial Microaggressions in the Workplace
<https://www.forbes.com/sites/stephaniesarkis/2020/06/15/lets-talk-about-racial-microaggressions-in-the-workplace/?sh=1c202ea75d28>
- Microaggressions in Everyday Life
<https://www.youtube.com/watch?v=xAIFGBIEsbQ>
- Understanding microaggressions: 8 common examples in the workplace and inclusive alternatives <https://www.ef.com/wwen/blog/we-are-ef/understanding-microaggressions-in-the-workplace/>
- You've Been Called Out for a Microaggression. What Do You Do?
<https://hbr.org/2020/07/youve-been-called-out-for-a-microaggression-what-do-you-do>

JMU Talent Development Resource Collection Books

- *35 Dumb Things Well-Intended People Say* ©2008 by Dr. Maura Cullen
- *How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive* ©2019 by Jennifer Brown
- *The Inclusion Breakthrough: Unleashing the Real Power of Diversity* ©2002 by Frederick A. Miller and Judith H. Katz
- *The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work* ©2010 by Laura Liswood

