

Good Morning Everyone! While Waiting...

Think of/write down an example of a microaggression (based on your understanding of what a microaggression is).

Welcome to this Workshop on *Meeting Microaggressions with Microresistance for Institutional Change?*

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Goal of Session

To feel more empowered to respond when confronted with a microaggression.

Participants will be able to:

- Describe examples of microaggressions (MA) & their impact
- Weigh key considerations when faced with a MA
- Apply concrete strategies in response to microaggressions

Caveats

- Only at 2-hour session
- Diverse group w/ different needs
 - Additional resources on handout
- Resistance at the macro-level also imperative

Group Agreements?

- Listen actively
- Participate & allow participation-- community growth depends on the inclusion of every individual voice
- Speak from own unique experience & allow others to do the same
- Come from curiosity not judgment—we are all here to learn
- Lean into discomfort

Table Talk:

- Your name & pronouns (optional)
- Brief example of a microaggression
- Take 4 minutes



4:00

What are Microaggressions?



What are Microaggressions?

-indignities, slights, & insults that harm.

They are:

- brief
- commonplace
- verbal, behavioral, or environmental
- intentional or unintentional



(Sue, 2007, p. 271)

A Distinction: Micro. Vs. Macroaggression

Macro: an overt act of discrimination, attack or illegal hate crime.

Micro: in terms of **perception by the aggressor** NOT in the hurtful impact it can have.

The difference is a matter of degree and intent but the spirit is the same.

Microaggressions are the symptoms; bias is the disease.

Interlocking systems of oppression: a sociological framework

We live in a society where systemic racism, sexism, classism, heterosexism, ableism, & American imperialism are pervasive...

Examples of Microaggressions & Where They Come From

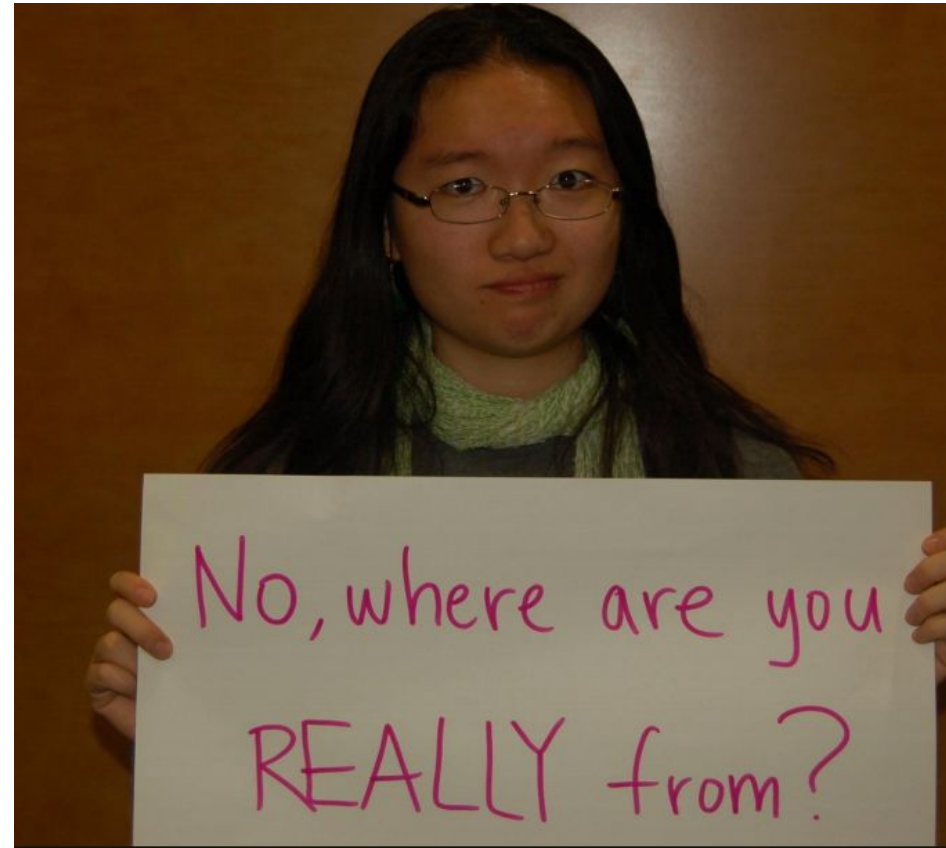


Tokenism: Asking Person to Speak for Entire Group & Expectation to Teach



"Ms. Wiley, ... just what is it token women want these days?"

Alien in Own Land: Assuming a person is not from “here.”



Identity Erasure “Blindness”: Suggesting an important part of one’s identity/experience is invisible/unimportant.



- What is problematic about this MA?
- What area of privilege or bias related to?



Table Activity

Goal: To identify MAs & where they are rooted

Task:

1. Choose any MA example at your table & discuss the following questions:
 - What is problematic about this MA?
 - What area of privilege or bias is it related to?
2. Move on to the next example

You have 7 minutes

Quick Pairs: Why do Microaggressions (MA) Matter? What Are the Harms?

Task:

- Find a partner
- Discuss the reasons microaggressions matter

You have 2 minutes.



What is the Harm?

Each MA is a toxic raindrop that falls corrosively over time on its victim's well-being and into learning environments

(Suarez-Orozco, et al., 2015).

Extant literature on their negative cumulative effects on individual well-being (Sue, 2010a, 2010b).

Psychological harms?

Performance harms?

Retention harms?

Physical harms?

Climate harms?

Harms to perpetrator?

Microaggressions create a hostile & stressful environment impacting learning & performance



What Should One Consider When Responding to a Microaggression?

Overview of Framework

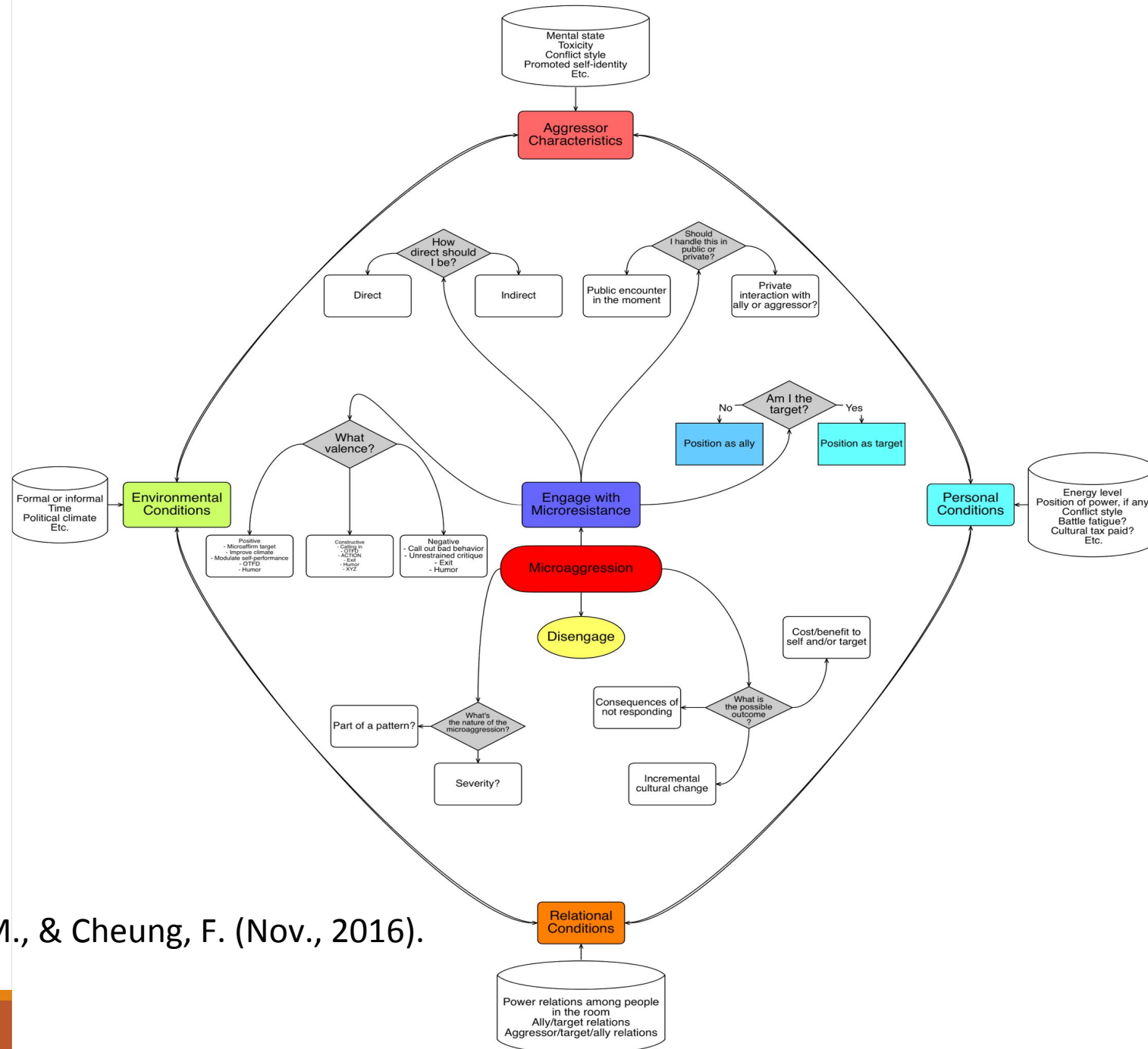
Contextual considerations:

- Aggressor Characteristics
- Relational Conditions
- Personal Conditions
- Environmental Conditions

Nature of MA, Potential Intent, Possible Outcomes

Choices Based on Considerations:

- Private or public
- Direct or indirect
- Valence (negative, positive, constructive)



Souza, T.J., Ganote, C. M., & Cheung, F. (Nov., 2016).

How Can We Mitigate, or Minimize the Impact of, Microaggressions?

1. Establish group norms for interacting in meetings
2. Don't ask people to represent perspective of an entire identity group
3. Acknowledge (& learn about) oppression of groups other than your own
4. Be aware that your identity impacts others
5. Be aware of your own biases (same resume, different name)
 - Can be learned & unlearned
 - Intergroup contact & mindfulness exercises

How Can We Mitigate, or Minimize the Impact of, Microaggressions?

- Address microaggressions through microresistance
 - Silence suggests tacit approval

Microresistances are

Small-scale (daily, individual/collaborative, doable) efforts that empower targeted people and allies to cope with, respond to, and/or challenge microaggressions to ultimately dismantle systems of oppression (Souza, Cheung, & Ganote, 2017; Irey, 2013).

Use OTFD or other Comm. Frameworks



OTFD: Open the Front Door to Communication

(by Learning Forum)

O = OBSERVE

- concrete, objective, factual observations
- both be able to agree on observation(s) stated.

T = THINK

- thoughts based on observations.
- DO NOT put other person on defense.

F = FEEL

- actual feelings/emotions you have as a result of the conflict/observation.

D = DESIRE

- a statement of desired outcome.



Example Indirect OTFD:

“Let’s pause. I noticed **(Observe)** that there seems to be an expectation that an individual can speak for an entire group. I think **(Think)** we need to resist this temptation because it’s a lot to place on someone to ask them to speak for a whole community. I feel uncomfortable **(Feel)** with this request and would like us all to simply ask others to speak for themselves **(Desire)**.”

Example Direct OTFD:

“Let’s pause. I noticed (Observe) that Jeff just asked Sanaya to speak for an entire group. I think (Think) you/we need to resist this temptation because it’s a lot to place on someone to ask them to speak for a whole community. I feel uncomfortable (Feel) with this request and would like us all to simply ask others to speak for themselves (Desire).”

Your OWN communication style and personality can weave through any OTFD attempt!

Questions?

NEW Pairs: (raise hand if need one)
Choose A & B



Practice in Pairs/Choose A/B:

A OTFDs B

During a meeting, you observe Paul (a white, male supervisor) interrupting Tanita (a woman of color & staff) 3 times.

Person A use OTFD directed at: Paul or the whole group
public or private

Once done: B give feedback to A on use of OTFD

Practice in Pairs/ **B OTFDs A**

Same Scenario: During a meeting, you observe Paul (a white, male supervisor) interrupting Tanita (a woman of color & staff) 3 times.

Person B use OTFD directed at: Paul or the whole group
public or private

(whichever of these was NOT chosen by A).

Once done: A give feedback to B on use of OTFD

How did it go?

What was easy? Hard?

How did it feel?

Learn about self?

How might use in future?

Compliment OTFD

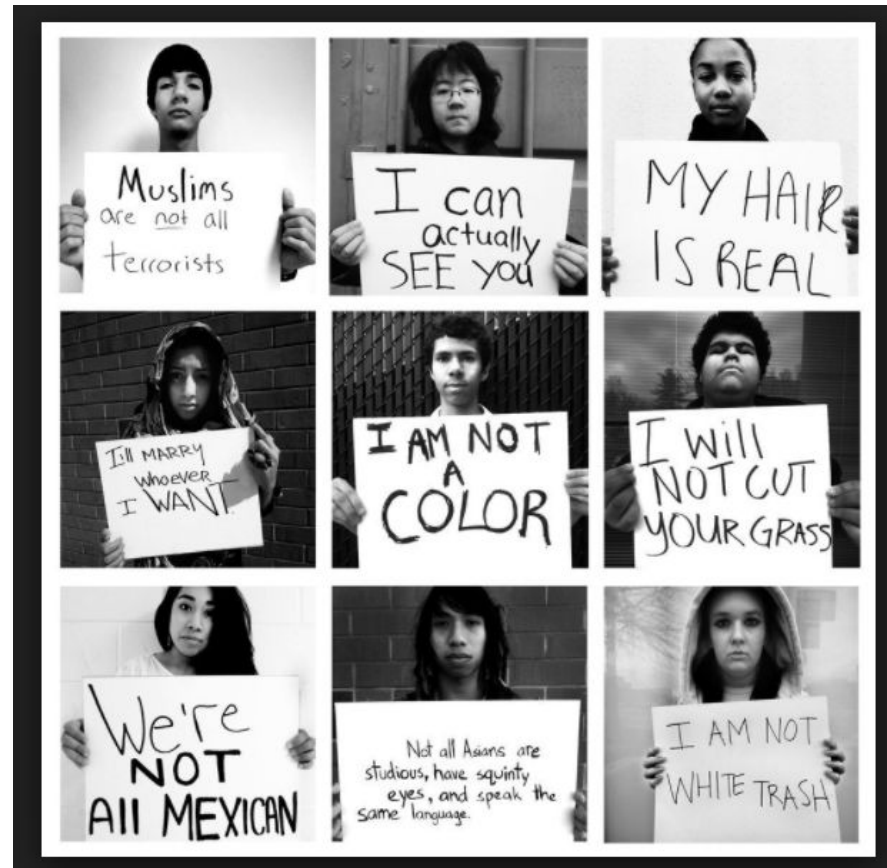
Indirect Response Example (Calling IN):

“Let’s pause. I noticed (Observe) that some people are interrupting others while they are speaking. I think (Think) we need to actively listen to all of our ideas so that we can learn from one another and maintain our agreements. I feel unsettled (Feeling) moving forward with the discussion. Can we please speak one at a time (Desire) and give others the chance to share their thoughts?”

Direct Response Example

“Let’s pause. Paul, I noticed (Observe) that you have been speaking over others (or state name) while they are speaking. I think (Think) you may not be aware of this and that you can do more to listen fully to others. I feel unsettled (Feeling) moving forward with the discussion. In order to maintain our agreements, can you please let other people (or name) finish before you speak (Desire) to give others the chance to share their thoughts?”

Questions?



Another framework option: Take A.C.T.I.O.N.

Ask Questions

Come from Curiosity

Tell Observation

Impact Exploration

Own Own

Thoughts/Feelings re:
Impact

Next Steps



Ideally NEW Pairs: Taking Action

1. Describe your microaggression example
 - Person seated closest to me begins
2. Talk through how you could have responded
 - OTFD
 - ACTION
 - Other strategy?
3. Role play if you like (highly encouraged)

Take about 4 minutes each (I'll cue you)

Responding to MA in the Workplace?

Which framework chose and why?

You Can Now (hopefully):

- Describe examples of microaggressions (MA) & their impact
- Weigh key considerations when faced with a MA
- Apply concrete strategies in response to microaggressions

Final Reflections

Something I learned today was. . .

Something I will do as a result of today's session is . .

.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

Thank you!!