



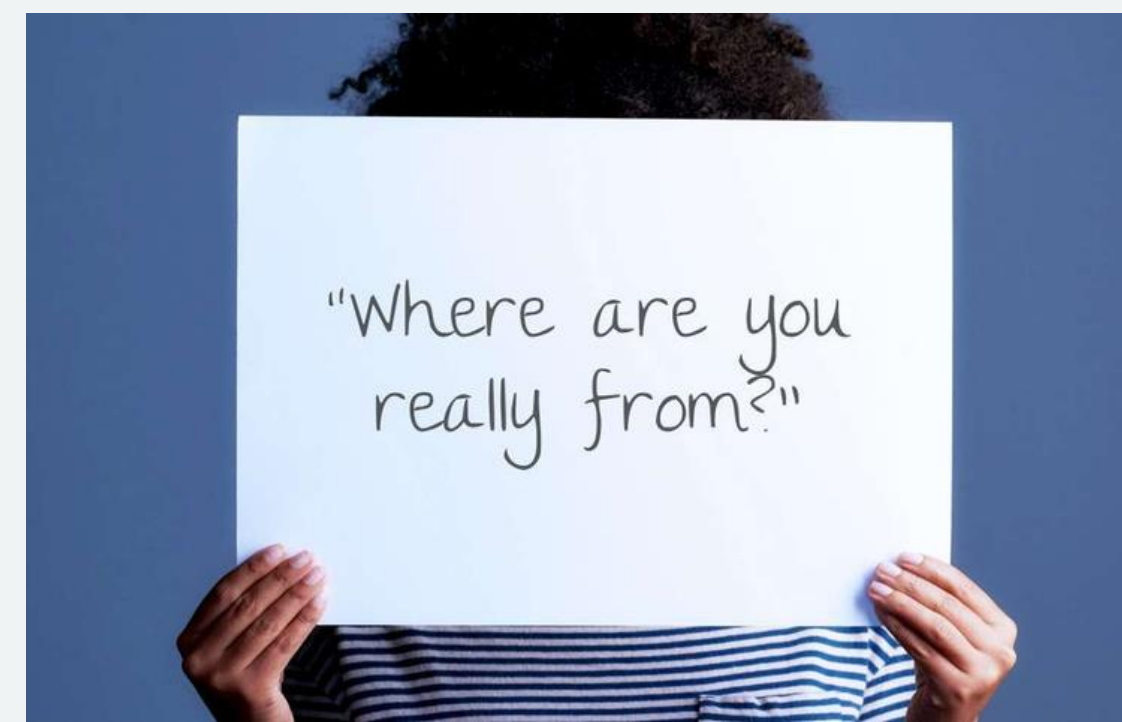
CORKY CARES



COMMUNITY
ADVOCACY &
RESILIENCY
EDUCATION SERIES

Understanding Microaggressions

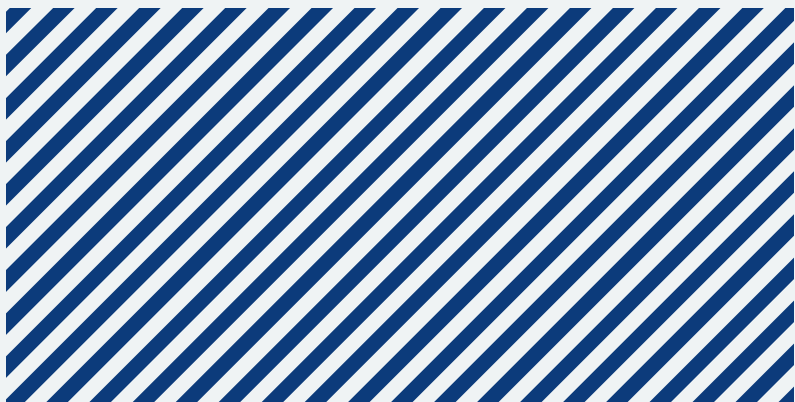
PRESENTED BY NYK ROBERTSON (THEY/THEM)
INTERIM SENIOR DIRECTOR OF DIVERSITY



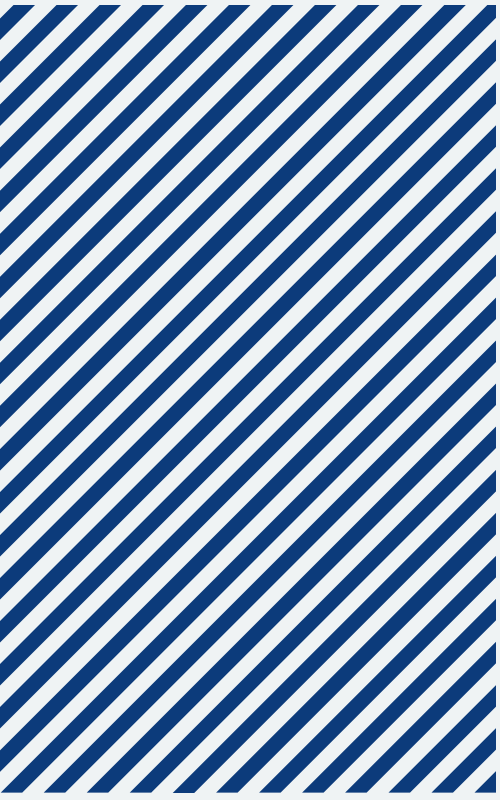


Objectives

- Define Terminology
- Explore examples of microaggressions
- Understand effects
- Discuss ways of addressing microaggressions



“



Terminology

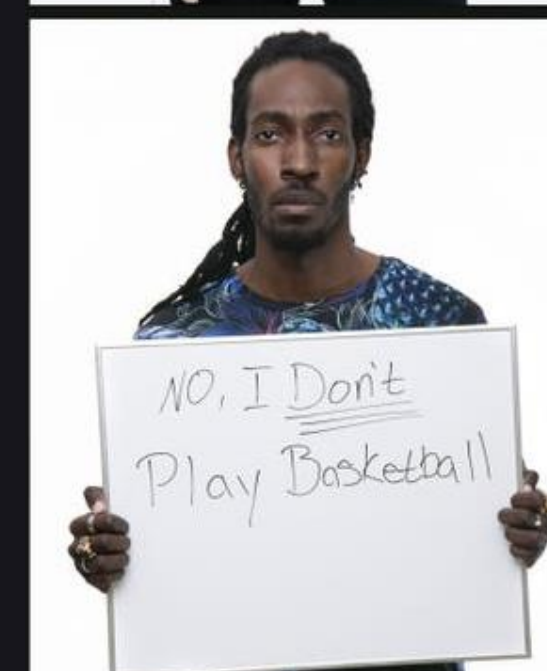
WHAT IS A MICROAGGRESSION?

Microaggressions are defined as "brief and common place daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults that potentially have harmful or unpleasant psychological impacts on the target person or group." (Solorzano, Ceja, & Yosso, 2000)

Microinsults are behaviors, action, or verbal remarks that convey rudeness, insensitivity, or demean a person's group or social identity or heritage (Sue, et al., 2007).

Microinvalidations are actions that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of people who represent different groups (Sue, et al., 2007).

Examples of Microaggressions



Examples at ESU

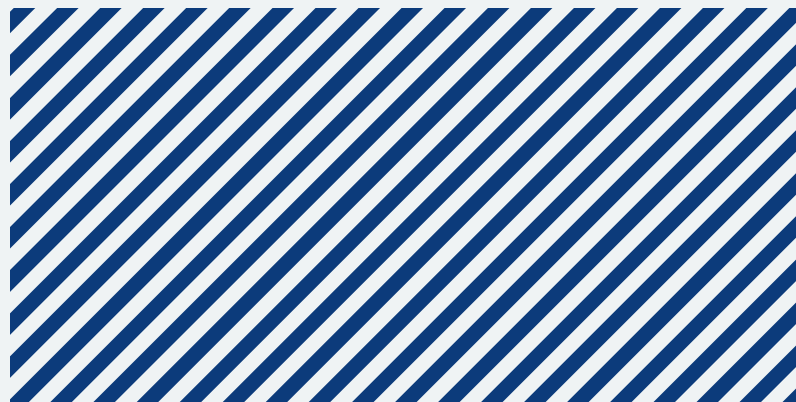
- Assuming someone speaks another language
- Asking a student where they're "originally from"
- Mispronouncing students names
- Misgendering students
- Scheduling big projects or tests on a religious holiday and stating "no one in here looks Jewish so we should be fine"
- Taking down a Black Lives Matter poster without speaking to students
- Making comments about stimulus checks not going to "Mexicans"
- Denying the experiences of students by questioning the credibility and validity of their stories.
- Having students create a family tree that is heteronormative and only allows for monogamous relationships
- Using the language in the classroom or on written documents that include "she/he" or "she or he"
- Assigning projects that require spending money
- Hosting a class potluck during Ramadan
- Making a comment that the problem with students' basic needs being met isn't "that big of a problem"
- Asking students to make assumptions about each other
- Desks in Plumb Hall being too small for some bodies





Personal Examples

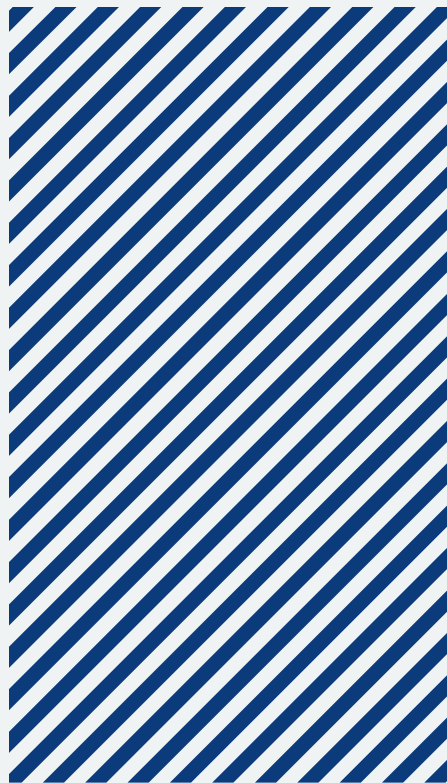
Take time to think about microaggressions you have experienced, or in which you were an active participant. Write 3 of these down along with 3 words to describe your emotions around each of these microaggressions.



Effects of Microaggressions

A systematic review of 138 studies in the Sept 2021 issue of Perspectives on Psychological Science documents and categorizes microaggressions, describes their harmful effects, and identifies coping strategies.

- Harm psychological and physical well-being of minorities
- Linked to low self-esteem, increased stress levels, anxiety, depression, and suicidal thoughts
- More likely to feel sadness, anger, and hopelessness
- More likely to have stomachaches, headaches, sleep disturbances, high blood pressure, heart disease, and type 2 diabetes
- More likely to use drugs and alcohol





Harmful Reactions

TO MICROAGGRESSIONS



Gaslighting



Victim Blaming



Minimizing





WAYS OF ADDRESSING MICROAGGRESSIONS



- RESTATE OR PARAPHRASE
- ASK FOR CLARIFICATION OR MORE INFORMATION
- SEPARATE INTENT FROM IMPACT
- SHARE YOUR OWN PROCESS
- CHALLENGE THE STEREOTYPE
- REFRAME AND REDIRECT
- PROMOTE EMPATHY
- W.I.I.F.T. (What's in it for them)
- TELL YOUR STORY


WAYS OF ADDRESSING MICROAGGRESSIONS





Delving Deeper into Microaggression

Activity informed by The Racial Healing Handbook pg. 116



What statement that is an example of a microaggression have you said before?

What was your intent in making this statement?

What might be the impact of the statement to the person you were speaking to?

If you heard such a statement being made around you, what external dialogue might you use to address this microaggression?



CREATING AN INCLUSIVE CLASSROOM

- Don't assume students' experiences
- Don't force students to share their experiences
- Take a critical look at curriculum
- Establish guidelines to assist with dialogue not debate
- Address microaggressions from other students
- Be willing to listen to students' feedback without getting defensive
- Work together to create guidelines to minimize harm



FACEBOOK

Emporia State
University Diversity,
Equity, and Inclusion



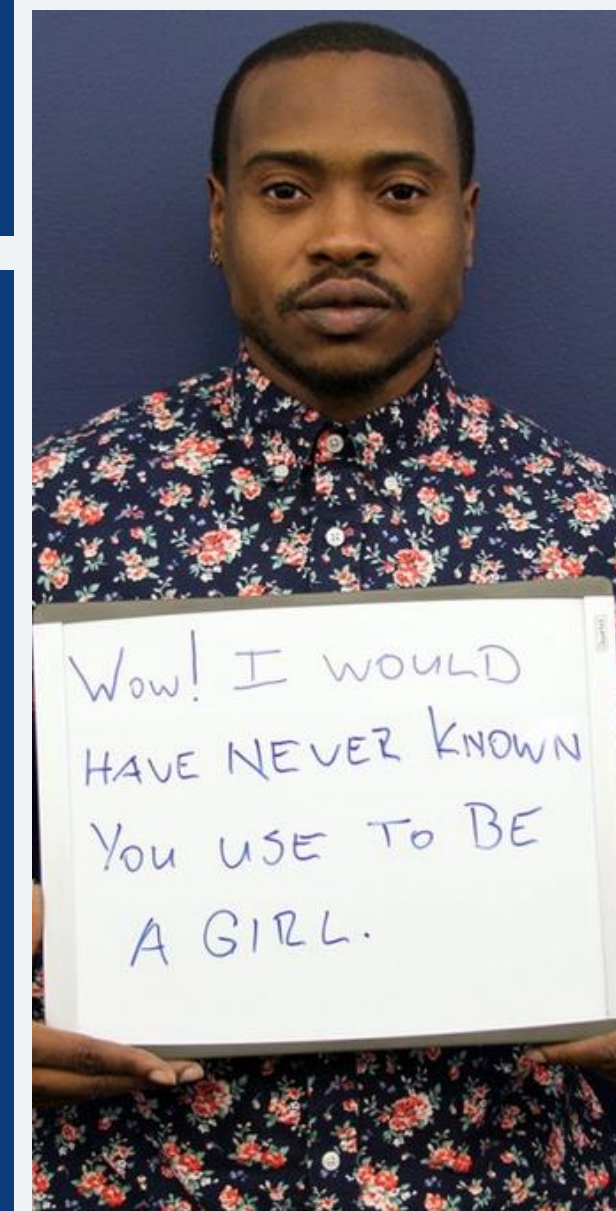
TWITTER

@emporiadei



INSTAGRAM

emporiadei



THANK YOU!

Nyk Robertson (they/them)

Plumb 202c

nrobert7@emporia.edu

Corky CARES

