
Understanding: What are Microaggressions?

Temperature Check
How are we feeling?

Community Agreements, Safe Spaces, and Brave Spaces

Agreements

- **1 Mic**- When one person speaks, others listen
- **EMPS**- We are all allowed to bring our emotional, mental, and physical self into this space
- **2 Before Me**- After sharing an initial thought on a topic, I agree to allow 2 others to speak before my next comment.
- **EMO**- When a conversation seems to be languishing, any member of the group may request EMO- Enough, Move On

Brave Spaces

- Allows two sides of a difficult story

Safe Spaces

- Allows for one side of a difficult story or two sides of an easy story
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Turn and Talk

Have you ever experienced firsthand or observed an interaction between 2 people or groups that seemed to elicit some form of bias (whether implicit or explicit)?

Goals for the Training

What are the Goals of this Training?

- Define Microaggression
 - Define Metacommunication
 - Identify Types of Microaggressions
 - Microassaults
 - Microinvalidation
 - Microinsults
 - Demonstrate the effect on a variety of marginalized groups
 - Racialized group or ethnicity
 - Language-based
 - LGBTQ+
 - Ability
 - Reflect on our own experiences
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Microaggression

[Video:](#)

Definition: **Commonplace** verbal, nonverbal, or behavioral --whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults to people of color and other marginalized groups.

The Look Video

[The Look Video](#)

- What microaggressions did you notice?
- What message does this video give about who should not be valued?

Let's talk about the look so we can see beyond it.

Overview: The Three Types of Microaggressions

- Metacommunication- Metacommunication is a secondary message that is conveyed whether intentionally or unintentionally that reveals bias.
- Three types
 - Microassaults
 - Microinvalidation
 - Microinsults

Microassaults

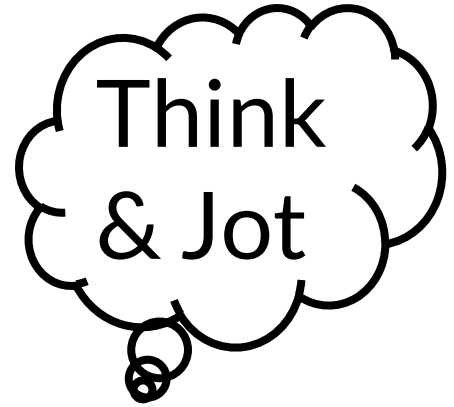
Definition: Often conscious; “old-fashioned” discrimination.

Can be:

1. Verbal (name calling)
 2. Nonverbal (crossing the street when a black man is walking toward you.)
 3. Environmental (visual displays such as a rebel flag post on your Facebook)
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Scenario

African American male enters an elevator occupied by a White heterosexual couple. The woman appears anxious, moves to the other side of her partner, and clutches her purse tightly.



Metacommunication:

Black men are dangerous, potentially criminals, or up to no good

Microinvalidation

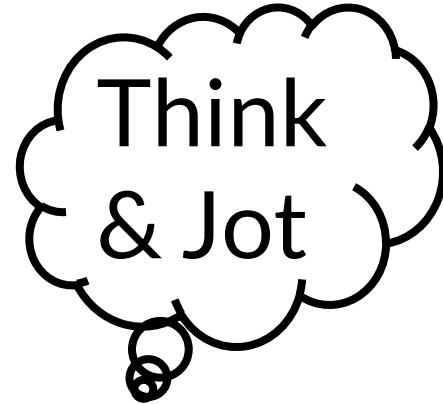
Definition: Often unconscious; exclusion and dismissal of the recipient's feelings, thoughts, and reality.

Statements such as:

1. My students are all the same. I don't see color.
 2. Commenting someone is more "articulate" than I thought you would be"
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Scenario targeting language-based marginalized groups

Someone new has just joined your group. This person is new to the country. You overhear a member of the group welcome them and also say “You speak really good English!”



Metacommunication:

Someone who is not from the United States must speak a different language, not know English well, and speak with an accent.

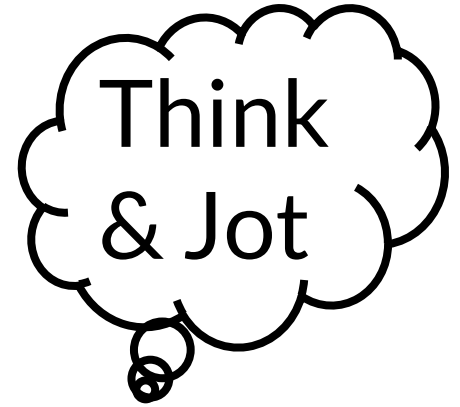
Microinsults

Definition: Often unconscious; demeaning messages about an aspect of a person's identity.

A joke often followed by "I am not racist."

Scenario

Colleague makes the following statement about a new employee with a visible disability. "He only got the job because he's handicapped."

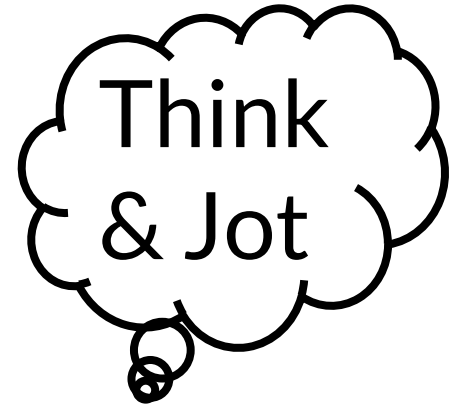


Metacommunication:

People who are differently-abled only receiving opportunities through special accommodations rather than through their own capabilities or merit.

Scenario targeting LGBTQ+

A team of colleagues are preparing to collaborate. As they are getting ready to start, they are discussing their weekend and a woman shared that she spent the weekend with her wife out of town. Another colleague replied, “You don’t look gay.”



Metacommunication:


All LGBTQIA+ look a certain way.

Reflection

Time to Reflect

Time to reflect!

- Let's watch the video again from earlier.
- As you watch for a second time, reflect on what you notice.
- What have you learned today?



Can you identify
the
microaggressions
in the video clip?

[The Look Video](#)

Next Steps

Is it a Microaggression?

Ask yourself:

1. Am I making fun of someone's race, ethnicity, cultural traditions, gender, sex, and/or sexual orientation? *If so, don't say it.*
 2. Would I make the same comment about a different identity or cultural group of which I know a lot about their cultural norms? *If not, don't say it. (Note: If it is not your group, no matter how well you know members from another group, best to not say it.)*
 3. Would a person, their living descendants, or their parents possibly take offense at how I am describing them? *If so, don't say it.*
 4. Were my ancestors (not you personally) responsible for the death or oppression of people from their identity or cultural group? *If so, don't say it.*
 5. If none of the above is true, go ahead and share your reference, joke, or story. It probably is not going to be a microaggression.
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Training Evaluation
