Microaggressions

Messages that Hurt

#MicroaggressionatISU
Video

video https://www.youtube.com/watch?v=DWynJkN5HbQ

#MicroaggressionatISU
Objectives

- Define microaggressions
- Experience some common microaggressions
- Provide an interactive platform for individuals to share personal reactions to microaggressions
- Consider the impact of microaggressions on the ISU community and identify steps we can take to create a more inclusive community

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Statement of Disclosure

• As we explore this topic, we will share stories and images that are far from humorous. We encourage you to exercise self-care. If you feel the need to step away from a discussion take a minute to yourself, we encourage you to do so.

• Employee Assistance program:
  • [http://www.hrs.iastate.edu/hrs/node/584/attachment](http://www.hrs.iastate.edu/hrs/node/584/attachment)

• Student Counseling Services:
  • [http://www.counseling.iastate.edu/](http://www.counseling.iastate.edu/)

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Agreements

• Respect Opinions
  • Listen to each other with respect and an open mind; listen to understand.
  • We are not here to convince others to adopt our positions.
  • Disagreement is okay.
  • All perspectives are valued.

• Everyone is encouraged to participate
  • Be patient and give others a chance to express themselves.
  • Please do not interrupt.
  • Invite others to participate.

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Agreements

- Reflect on what you hear, feel, and say today.
- Reflection helps bring psychological closure to a dialogue.
  - *How has your thinking about an issue changed?*
  - *How your thinking about other people’s views changed?*
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Microaggressions

The everyday verbal, nonverbal, and environmental messages, whether intentional or unintentional, which communicate hostile, derogatory, or negative sentiments that target persons based on identity(ies).

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Iowa State University’s Diversity Audit & Asset Inventory

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Iowa State University’s Diversity Audit & Asset Inventory

• ...many expressed “color-blind” sentiments and indicated that they did not deal with diversity very often. (pp. 31)


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Iowa State University’s Diversity Audit & Asset Inventory

• “I think that upper administration is committed to making diversity and inclusion a part of the culture here, but we are missing a link in the middle when you talk about supervisors or deans who may not be committed or aware of those issues.” (pp. 88)


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Iowa State University’s Diversity Audit & Asset Inventory

• several departments at ISU stated a desire to obtain the best talent without any regard for diversity, but as natural biases and discrimination comes into play, these practices can effectively eliminate the possibility of promoting diversity. (pp 104)


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Iowa State University’s Diversity Audit & Asset Inventory

• “We recently had a job search for a staff person and chose the wrong person in my opinion. And the one we didn’t choose was African American. And some of the comments were that she spoke too loud, or she was too aggressive... And I brought it to the chair of the committee. We talked it through, and I was told essentially to be quiet. They didn’t want to pursue any real complaint that essentially we had two equal candidates and it was a stylistic preference about who it should be...in my department, being a woman in a minority position, and being a woman who speaks a lot, or says a lot, puts you in a minority situation. But we come from all different parts of the country...In eight years I’ve changed because it’s just not okay to do certain things here...people don’t like the way they speak, or they were too talkative in the meeting, or they shook their hand too vigorously, or... people just have all these weird ‘style’ issues.” (pp 97)


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Pyramid of Hate

Genocide
The act or intent to deliberately and systematically annihilate an entire people

Bias-Motivated Violence
- Individual
  - Murder
  - Rape
  - Assault
  - Threats
- Community
  - Arson
  - Terrorism
  - Vandalism
  - Desecration

Discrimination
- Economic Discrimination
- Employment Discrimination
- Educational Discrimination
- Political Discrimination
- Housing Discrimination
- Segregation

Individual Acts of Prejudice
- Bullying
- Ridicule
- Name-calling
- Social Avoidance
- Slurs/Epithets
- De-humanization

Bias
- Stereotyping
- Insensitive remarks
- Justifying biases by seeking out like-minded people
- Accepting negative information/screening out positive information
- Belittling Jokes
- Non-inclusive language

#MicroaggressionatISU
Bias

Stereotyping
Insensitive remarks
Justifying biases by seeking out like-minded people
Accepting negative information/screening out positive information

Belittling Jokes
Non-inclusive language

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Muslims are not all terrorists

I can actually see you

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MY HAIR IS REAL

I WILL NOT CUT YOUR GRASS
“You don’t act like a normal black person, ya’ know?”

“Can you see as much as white people? You know, because of your EYES...?”

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“No, you’re White.”

“You don’t speak Spanish?”

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Individual Acts of Prejudice

Bullying
Name-calling
Slurs/Epithets

Ridicule
Social Avoidance
De-humanization

Bias

Stereotyping
Insensitive remarks
Justifying biases by seeking out like-minded people
Accepting negative information/screening out positive information

Belittling Jokes
Non-inclusive language

#MicroaggressionatISU
#MicroaggressionatISU
WE WANT WHITE TENANTS IN OUR WHITE COMMUNITY

FOR RENT TO COLORED

WE SERVE WHITE'S ONLY
NO SPANISH OR MEXICANS

#MicroaggressionatISU
GREAT RENTAL NEAR HISTORIC BROOKLAND. EXCELLENT LOCATION AND AMENITIES. NO WHEELCHAIR USERS PLEASE!

Housing discrimination against people with disabilities is illegal in the District of Columbia. Fair Housing is your right.

#MicroaggressionatISU
Bias-Motivated Violence

Individual
- Murder
- Rape
- Assault
- Threats

Community
- Arson
- Terrorism
- Vandalism
- Desecration

Discrimination

Economic Discrimination
- Employment Discrimination
- Educational Discrimination

Political Discrimination
- Housing Discrimination
- Segregation

Individual Acts of Prejudice

- Bullying
- Name-calling
- Surveillance
- Slurs/Expletives
Genocide
The act or intent to deliberately and systematically annihilate an entire people

Bias-Motivated Violence

<table>
<thead>
<tr>
<th>Individual</th>
<th>Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Murder</td>
<td>Arson</td>
</tr>
<tr>
<td>Rape</td>
<td>Terrorism</td>
</tr>
<tr>
<td>Assault</td>
<td>Vandalism</td>
</tr>
</tbody>
</table>
Pyramid of Hate

Microaggressions

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Tabletop Exercise 1

- Each individual will take one of the strips.
- Read your example silently.
- Take turns reading your microaggressions example to the group.
- **Listen carefully to each microaggression.**
- Use the conversation starters as a guide for discussion.
- Be prepared to share with the larger group.

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Tabletop Exercise 1

Conversation Starters:
- What identity(ies) were targeted in each microaggression?
- Which microaggression had the greatest impact on you? Why?
- Recall and share a time when you heard comments or experienced actions that made you feel excluded or targeted.
- Share with your group a time when you witnessed a microaggression. What was your reaction/response to the microaggression?
- In your opinion is the intent of all microaggressions to harm individuals?
- What is the difference between intent and impact?

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Tabletop Exercise 2

• Each table has 2 case studies (backed).
• Please start with the lower numbered case study.
• Read each case study, review the process questions, and have a brief discussion about the next steps.
• If time remains, move to the next case study.
• Be prepared to share with the larger group.

#MicroaggressionatISU
Addressing & Eliminating Microaggressions

• We have identified the issue, but what do we do now and how?
  • **Identify potential agents of change**
    • Creating a safe environment is a joint effort within the ISU community; you can’t do it alone.
  • **Get buy-in by packaging your message simply and strategically**
    • Make your message relevant to the audience
    • Message must be “bite-size”; simple language that is to the point
  • **Set goals that are attainable**
    • Small victories add up to create major changes over time
    • Develop plans with concrete goals and measurements for success
  • **Strategies for comprehensive and transformational change need to target individual behaviors and organizational structures simultaneously** (Dugan, 2011)

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Be a Change Agent

- Become aware of your own unconscious bias.
- Learn about other social/cultural groups.
- Be observant—notice reactions.
- Listen when someone raises a concern.
- Pay attention to interpersonal behavior and campus environments.
- Interrupt microaggressions when witnessing them.
- Educate others about microaggressions to be able to identify and stop them.

#MicroaggressionatISU
Resources

Books


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Resources

Conferences

• Iowa Conference on Race and Ethnicity (ISCORE) Iowa State University, March 6
• National Conference on Race and Ethnicity (NCORE), Washington DC, May 26-30
• White Privilege Conference (WPC), Louisville, Kentucky, March 11-14

#MicroaggressionatISU
Resources

Internet

• http://www.microaggressions.com/
• https://www.chapman.edu/ces/_files/phd-education/esc-I-papers/Touchstone_Deconstructing%20Racial%20Microaggressions.pdf
• http://www.slideshare.net/cfsc/racial-microaggressions
References


