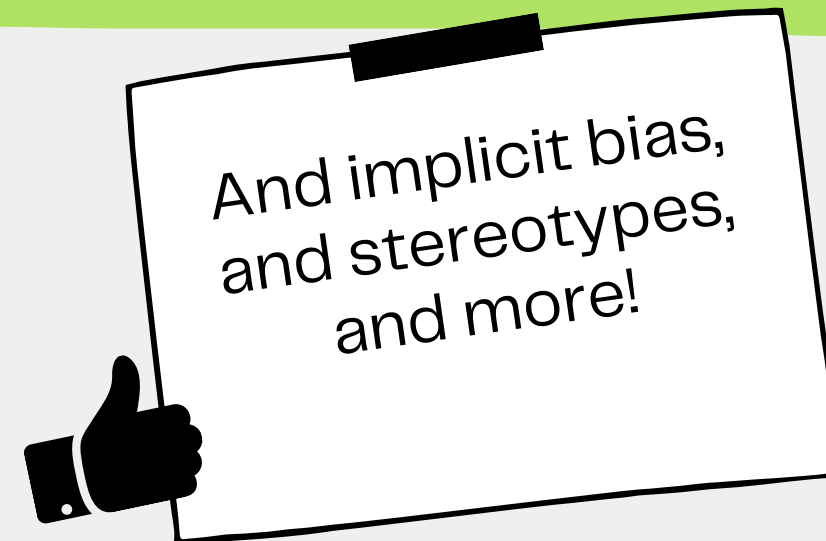


Microaggressions



LAND ACKNOWLEDGMENT

Wayne State University rests on Waawiyaataanong, also referred to as Detroit, the ancestral and contemporary homeland of the Three Fires Confederacy. These sovereign lands were granted by the Ojibwe, Odawa, Potawatomi, and Wyandot nations, in 1807, through the Treaty of Detroit. Wayne State University affirms Indigenous sovereignty and honors all tribes with a connection to Detroit. With our Native neighbors, WSU can advance educational equity and promote a better future for the earth and all people.



Introduction

Hi, I'm Dr. Stephanie Hawkes

The goal of our session is provide some key definitions and create space for conversation and reflection. My role is to keep the session on track and to ensure everyone participates in the discussion (who wishes to).

Q Your facilitator



**Assistant
Director,
OMSE**

OMSE Staff



Dr. Leo Savala
He, His, Him
Director



Candis Harris
She, Her, Hers
Executive Assistant



Stephanie Hawkes
She, Her, Hers
Assistant Director



Joseph Bradfield
He, Him, His
Student Engagement &
Retention Coordinator



Kristin Johnston
She, Her, Hers
Academic Advisor

Q Today's Agenda

1 Define Microaggressions

2 Identify the Origins of
Microaggressions & Types

3 Group Discussion: Microaggressions,
Bias, Stereotypes in Graduate School

4 Resources & Moving Forward

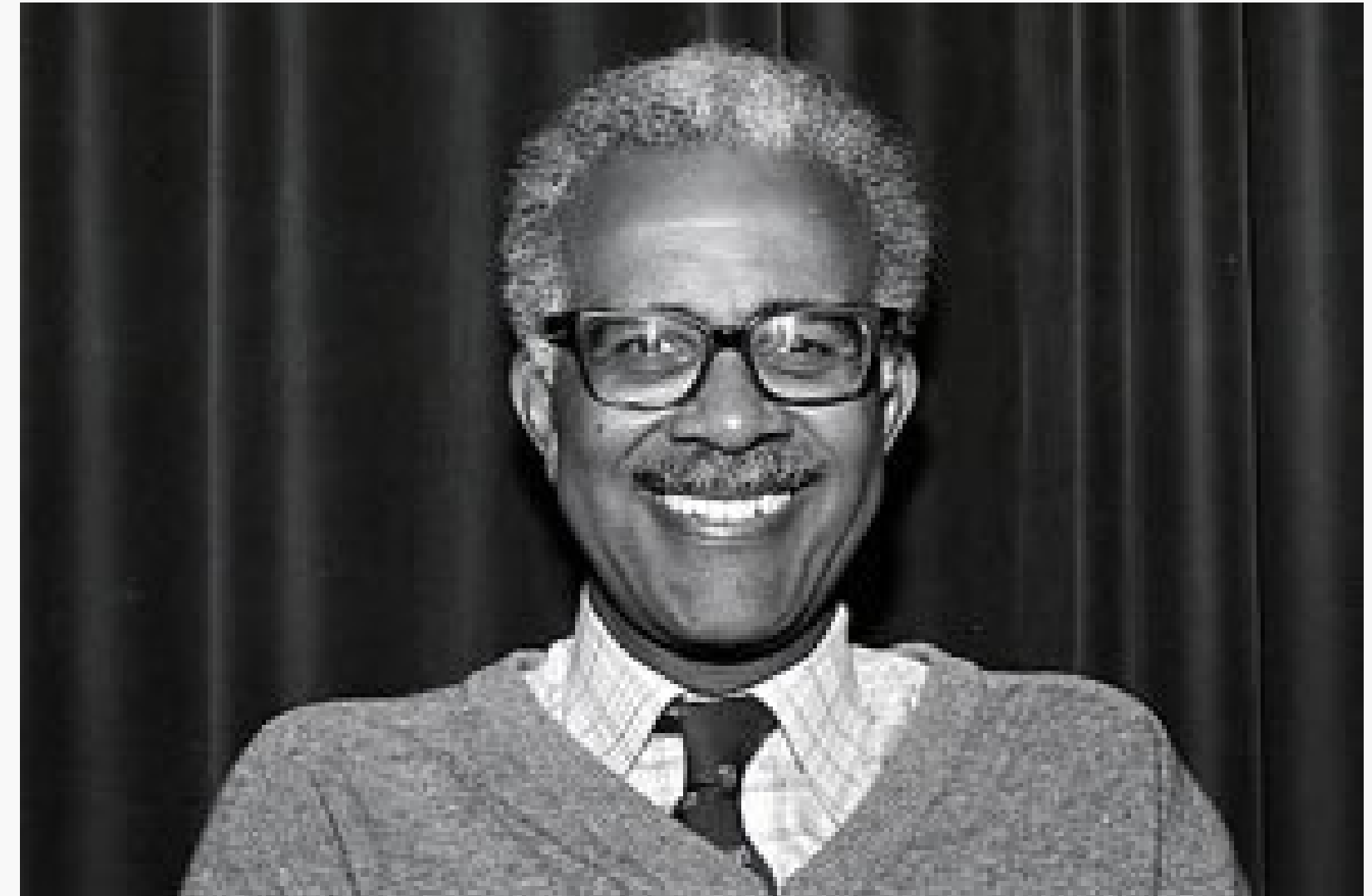
A Brief History

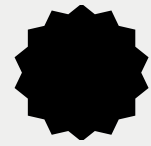
"Microaggressions"

Coined in 1970

Black Harvard Professor & Psychiatrist, Dr.
Chester Pierce

Studying persistent presence of stigmatizing
representations of Black people in television.

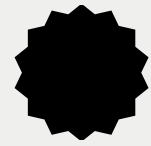




“subtle, stunning, often automatic and nonverbal exchanges which are ‘put-downs’ of Black people.”

Dr. Chester Pierce (1970)

Expanded definition



“brief and commonplace daily verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative slights and insults to marginalized individuals or groups.”

Dr. Derald Wing Sue (2007)

MICROAGGRESSION:

A TERM USED FOR BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIOURAL, OR ENVIRONMENTAL INDIGNITIES, **WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE PREJUDICIAL SLIGHTS AND INSULTS TOWARD ANY GROUP, PARTICULARLY CULTURALLY MARGINALIZED GROUPS.**

Where do
Microaggressions
Come From?

Judgements or characteristics attributed to specific groups of people – races, genders, age groups, etc. – that may or may not be true for any one specific individual within that group.

STEREOTYPES

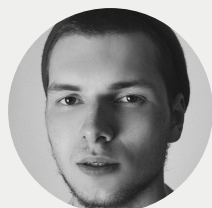
MICROAGGRESSIONS

Subtle verbal or nonverbal insults, indignities, or denigrating messages directed toward an individual due to their marginalized identity. Often committed by well-intentioned people who are unaware of the hidden messages conveyed or the impact of their statements.

IMPLICIT BIAS

Subconscious attitudes, perceptions and stereotypes that influence our understanding, actions, and behavior when interacting with various identities.

Types of Microaggressions



Q Microinsult

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



"He's so articulate." (said about a Black trainee)

Q Microassault

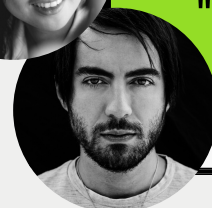
Often conscious "old-fashioned" discrimination



"They're letting women be doctors now?"

Q Microinvalidation

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



"Where are you from?"
Michigan.

"No, where are you really from?"

Q Environmental Microaggressions

Macro-level; workplace/school reflections of microaggressions



Buildings named after White, men, promo materials with no diversity

Additional Examples of Microaggressions

Examples of Different Forms of Microaggressions

Microinsult	<p>A Black male college student at a highly selective university is asked what sport he plays, with the underlying assumption that he did not gain admission based on his academic credentials, but rather his athletic ability.</p> <p>A Latina administrator is described as "spicy," which culturally and sexually objectifies her while diminishing her effectiveness as a leader.</p>
Microinvalidation	<p>An Asian American professor is asked where she is from, and when she replies, "Kansas," her student responds with, "No seriously, what country are you from?" suggesting that she was not born in the U.S.</p>
Microassault	<p>A Muslim student sits in a class where a professor makes Islamophobic comments during his lecture.</p>

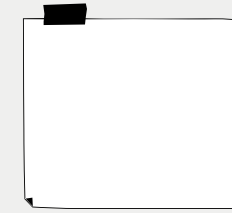
Microaggressions, Bias, and Stereotypes in Graduate School



Let's
engage!

Group Dialogue

1
Process



2
Vote for your favorite
ideas



3
Report Out

Guiding questions

What do you make of this presentation?

- What problems exist from your experiences?
- What examples can you point to in your field or educational experience that are examples of explicit/implicit bias, racism, and/or stereotypes?

In what ways can you tie this to your experiences **now?**

Taking Action

What power and responsibility do you feel you hold to make change?

Fix a Microaggression You Didn't Mean

Q Intent vs. Impact

Everyone knows you didn't mean to hurt someone's feelings. Instead of, "I never meant to..." Take responsibility for your impact, not your intent.

Q Don't be Defensive

It's not about you. If you appear defensive, it's not a genuine apology. Recognize the impact of your words and the harm they did.

Q Apologize

Remember, it is about the impact of your words.

Q Move Forward

Don't keep addressing it. Keep working on the relationship and realize that not everyone will accept an apology or it may take time.

Q Keep Learning

Addressing implicit bias and microaggressive behavior takes time, surround yourself with people, resources, and experiences that will encourage you to grow.

How to Respond

Open The Front Door

Ganote et. al

Q Observe

Clearly describe what was observed

Q Think

Describe how you interpreted the comment/what you think about it

Q Feel

How it made you feel

Q Desire

What is a desired outcome?

Q Example

"When you said [microaggression], it made me think that you [negative opinion]. I am concerned about this because [reason], and I would like us to talk about this more so we can come to an understanding."

Keep the conversation focused on exactly what you want to talk about.

"The comments made in our meeting last week are a part of a larger pattern of behavior of ____ related comments to me"

Then tell me another time I said something that offended you.

"I understand wanting to address other examples, but focusing on our discussion from Friday's meeting would be a great start to improve our communication moving forward."

Q Control the Frame



Know the Script

Emotional stereotypes

Defensiveness

Feeling Attacked

"I was joking"

Discomfort

Potential escalation

Back and forth

Bias for documentation (prove it)

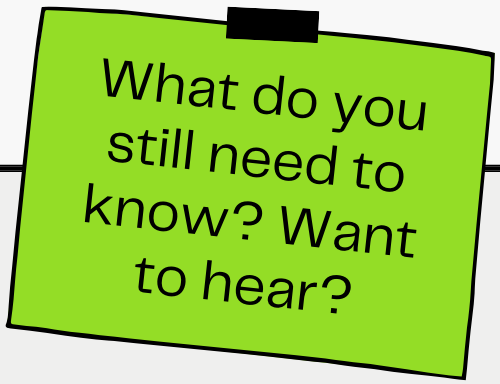
Gaslighting

DARVO (deny, attack, reverse victim/offender Dr.

Freyd, 1997)



**Why do these
conversations
matter?**



What do you
still need to
know? Want
to hear?

Questions

Email me:
Stephanie Hawkes
gd2711@wayne.edu

Resources

Active Bystander Response Tools

<http://kirwaninstitute.osu.edu/wp-content/uploads/2018/07/Being-an-Active-Bystander-2017.pdf>

Implicit Bias Test

<https://implicit.harvard.edu/implicit/takeatest.html>

Implicit Bias Cleanse (not an end all be all!!)

<http://www.lookdifferent.org/what-can-i-do/bias-cleanse>

Recognizing Microaggressions

https://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf

Responding to Microaggressions

https://www.aacap.org/App_Themes/AACAP/docs/resources_for_primary_care/cap_resources_for_medical_student_educators/responding-to-microaggressions-and-bias.pdf

DAVRO

<https://dynamic.uoregon.edu/jjf/defineDARVO.html#:~:text=DARVO%20stands%20for%20%22Deny%2C%20Attack,whistle%20blower%20%2D%2D%20into%20an>

Allies and Microaggressions

<https://www.insidehighered.com/advice/2016/04/13/how-be-ally-someone-experiencing-microaggressions-essay>