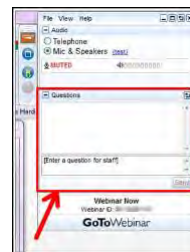
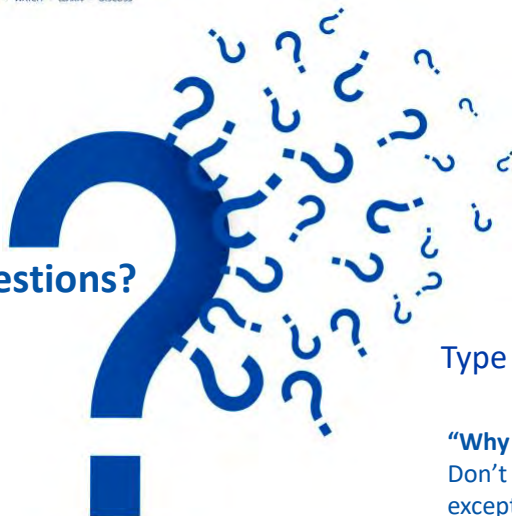




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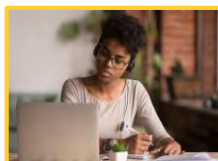
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- Understanding the value of mentorship and openness to reverse-mentoring
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# HOW TO RECOGNIZE & RESPOND TO MICROAGGRESSIONS

THIS ACS WEBINAR WILL BEGIN SHORTLY...

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## How to Recognize and Respond to Microaggressions



**Fatima Dainkeh**  
Learning & Development Manager,  
She+ Geeks Out

 @shegeekouts



**Paula Christopher**  
Program Specialist & Certified Diversity Expert,  
The American Chemical Society

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# About She+ Geeks Out

SGO's mission is to educate, promote, and support diverse and inclusive organizations.

We achieve this through a holistic approach to fostering diversity, equity, and inclusion in the workplace.

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**Fatima Dainkeh**  
Learning and  
Development Manager

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Diversity, Equity, Inclusion Programming

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## Learning Objectives



- Learn what a microaggression is
- Understand underlying messages and types of microaggressions
- Review ways to microaggressions as a recipient, offender, and witness



## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



### During my professional experience, I have:

(Select all that apply)

- witnessed a microaggression
- experienced a microaggression
- committed a microaggression
- not sure

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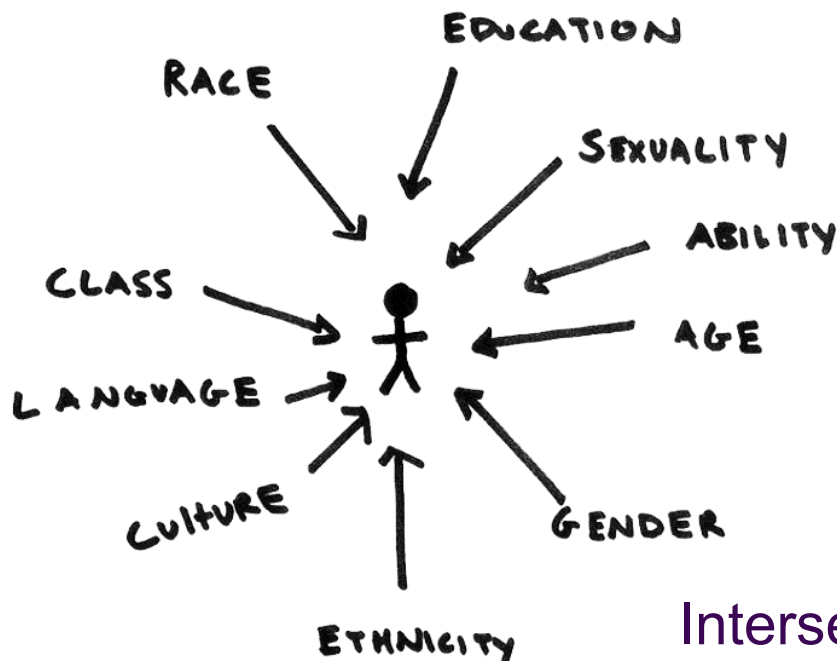
# Understanding Microaggressions

# Microaggressions



"Microaggressions are the brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults to a target person or group." This can be because of a person's race, gender (identity or role expression), sexual orientation, religious, age, ability status, and/or class.

Sue, Capodilupo, et al. 2007



Intersectionality

# Themes of Microaggressions



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- Alien in One's Own Land
- Ascription of Intelligence
- Color Blindness
- Myth of Meritocracy
- Second-Class Citizen
- Sexist/Heterosexist Language
- Traditional Gender Role
- Prejudicing and Stereotyping

## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



### Which of the following is a type of microaggression?

(Select all that apply)

- Microassault
- Microinsult
- Microinvalidation
- None of the above

# Types of Microaggressions



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## Microassault

'Old-fashioned racism'. A verbal or nonverbal attack meant to hurt someone through name-calling, avoidant behavior, etc.

## Microinsult

Subtle snubs or insults, often unintentional, but which convey rudeness and insensitivity, or demean one's heritage/identity.

## Microinvalidation

Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of another person.

# Examples of Microaggressions



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## Microassault

Calling someone the 'N' word

Displaying a swastika

## Microinsult

'He only got the job because of his (insert marginalized identity)'

Calling something "gay" to mean stupid

## Microinvalidation

'You're so articulate'

'What's your real name?'

'Where are you *really* from?'

# Additional Examples



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*Can I touch your hair?*



*I'm not a racist, I have Black friends.*



*Feel free to bring your wife (assuming heteronormativity).*



*I would've never guessed you were gay!*



*Don't be so sensitive.*



*Being ignored in meetings.*

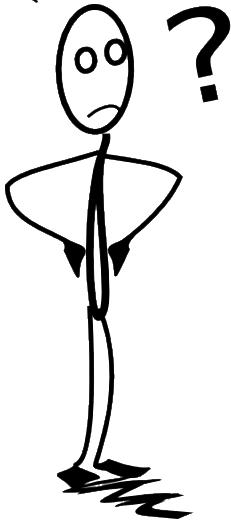
## Responding to Microaggressions

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# What Do You Do?



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- **Recipient:** How can someone who is experiencing a microaggression respond?
- **Offender:** How can someone who has done or said something harmful respond?
- **Witness:** How can someone who is witnessing a microaggression respond?

# Individual Level Tips



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## Recipient

It's not your job to teach  
 Respond if you feel safe  
 Keep context in mind  
 Criticize the act, not the person  
 Reach out for support  
 Don't respond

## Offender

Accept responsibility  
 Try not to be offensive  
 An apology is a critical first step  
 Acknowledge the other person  
 Work to raise your own awareness  
 Intent does not equal impact

## Witness

Be an ally  
 Speak for yourself, not for the recipient of the microaggression  
 Develop and practice responses  
 Check in with the recipient of the microaggression  
 Report the incident

# Institutional Level Tips



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- Acknowledge that microaggressions occur on a daily basis in and out of the workplace
- Believe and support employees who report experiencing a microaggression
- Foster an environment that encourages open and honest conversations
- Develop formal and informal ways to provide and receive feedback
- Offer trainings and opportunities to support employees in their diversity, equity, and inclusion journey

## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



### During my professional experience, I have:

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- Understanding the value of mentoring and openness to reverse mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

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- What the rising rates of national debt mean for the market
- What is the new vision for oil and the petro-chemical industry going forward?

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Tuesday, November 17, 2020 at 1:30pm ET  
 Speaker: Vijay Kumar Prasad, International Solar Electric Technology  
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- A brief history of photovoltaic technology, its current status, and its future
- How innovators worldwide are working to further improve PV technology and develop new applications to solve global problems
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Miércoles, 18 de Noviembre a las 2:30pm ET  
 Ponente: Juan Raúl Álvarez Galay, Universidad Nacional Autónoma de México  
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 Speakers: Michael Hoyle, Merck | Jim Morrison, Merck | Ben Kang, Merck  
 Moderators: Laura M. Miller, Pfizer Research & Development

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- The role of key hepatic transporters in drug-induced liver injury and strategies to derive revenues with transporter-mediated safety
- Development of a bioactivation gene signature-based model in detecting hepatotoxicity and its in vivo application in real time to make safer drugs
- Establishment of an in vitro transcriptional signature of bioactivation using a microarray-based assay to assess system (MPP2/MDR3) to better capture its early in vivo activity

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