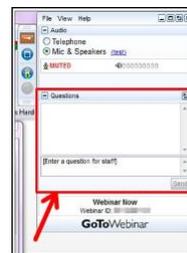




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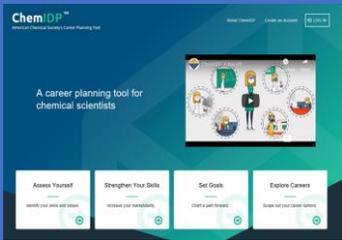
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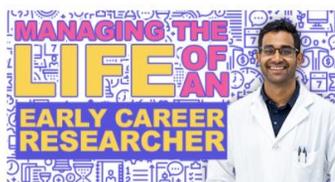


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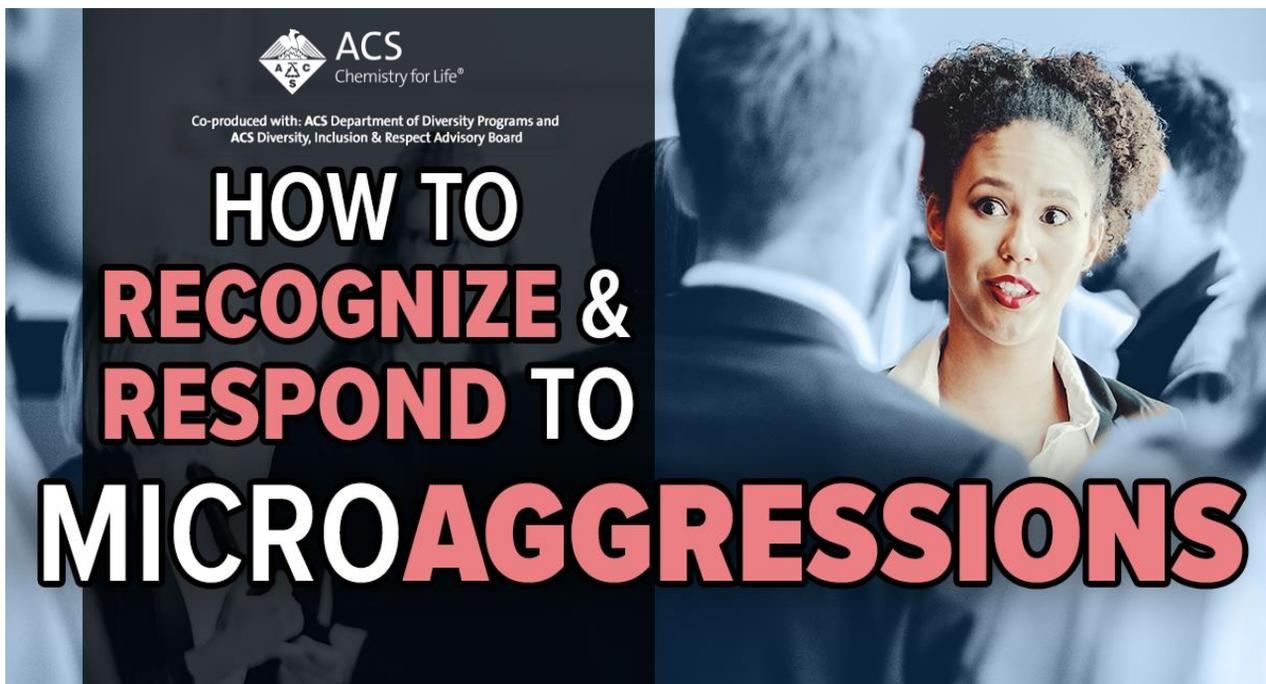
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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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How to Recognize and Respond to Microaggressions



Fatima Dainkeh
Learning & Development Manager,
She+ Geeks Out

 @shegeeksout



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.

WOMEN
OWNED



Fatima Dainkeh
Learning and
Development Manager

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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

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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

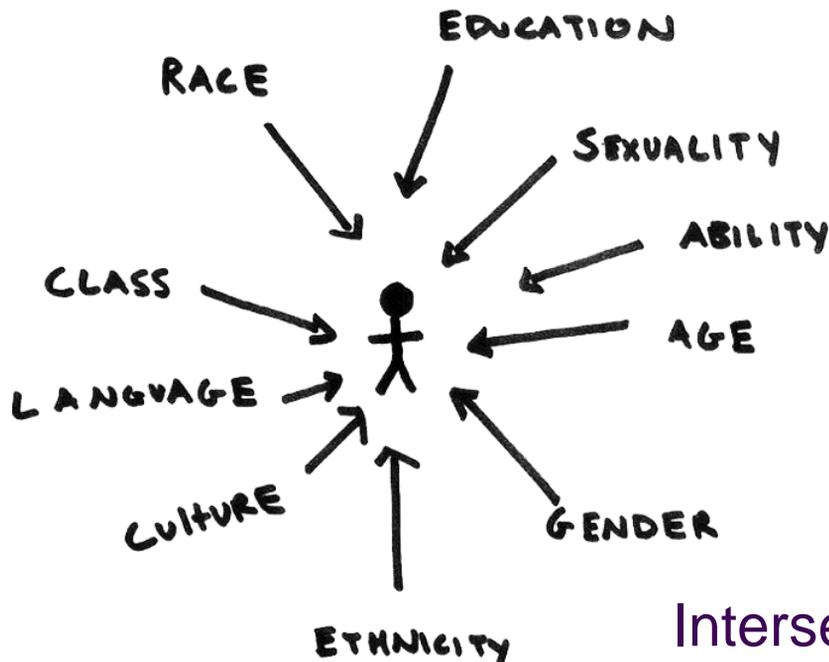
Microaggressions



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"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



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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



25



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.

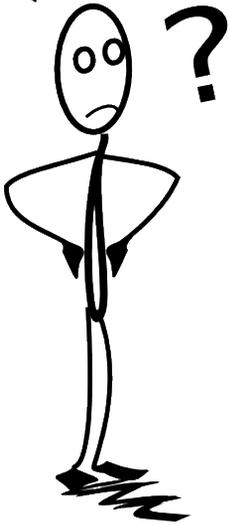
Responding to Microaggressions

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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

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Miércoles, 18 de Noviembre a las 2-3pm ET
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How to Recognize and Respond to Microaggressions



Fatima Dainkeh
Learning & Development Manager,
She+ Geeks Out

@shegeekouts



Paula Christopher
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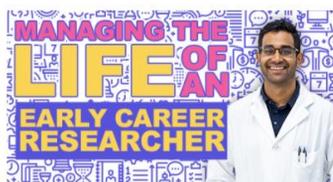
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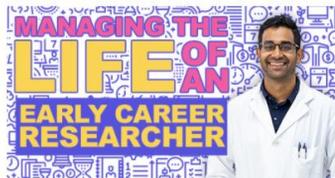
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