

Microaggressions

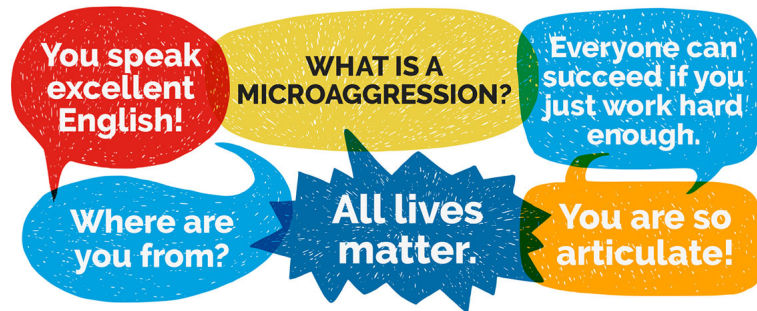
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Microaggressions



<https://healthmatters.nyp.org/what-to-know-about-microaggressions/>

What are they?

What are the effects?

What can I do?

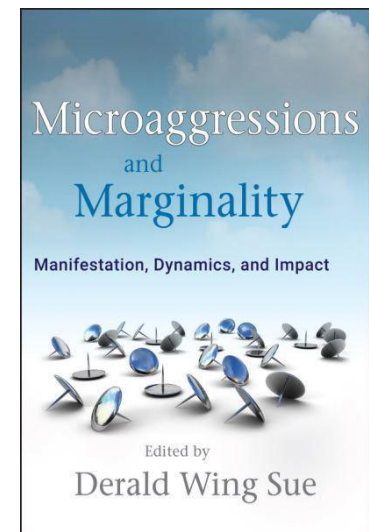
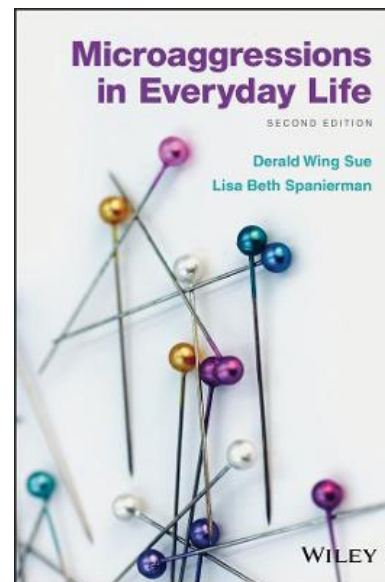
Resources



What are microaggressions?

*Everyday verbal, nonverbal, and environmental **slights, snubs, or insults**, whether **intentional or unintentional**, which communicate **hostile, derogatory, or negative messages** to target persons based solely upon their marginalized group membership.*

- Derald Wing Sue, Ph.D.





What are microaggressions?

- Examples:
 - Using sexist language (“What do you guys think?”)
 - Mispronunciation of names
 - Disregarding pronouns
 - Disregarding religious or cultural traditions and holidays
 - Singling out students because of their background
 - Setting low expectations for students from particular groups



What are microaggressions?



Microassault

Intentional attack,
avoidance, or
discrimination



Microinsult

Demeaning
communication



Microinvalidation

Ignoring or negating
someone's lived
experience



- “You’re all middle-class students, your parents can afford this textbook for you.”
 - Microinvalidation
- Only calling on male students
 - Microinsult
- When an international student asks you a question after class and you continue to pack your bag...but you give full attention when an American student asks you a question
 - Microassault
- “You speak so well!”
 - Microinsult



What are the effects of microaggressions?

- Effects are cumulative:
 - Microaggression mosquito
- Effects are consequential:
 - Colin in Black and White (Netflix)
 - Episode 3: Road Trip





What are the effects of microaggressions?

- Effects on individuals
 - Isolation
 - Stereotype threat
- Effects on learning environment
 - Additional pressures in STEM fields
 - Less welcoming environments; increased attrition
- Effects on the profession
 - Increased attrition = less diversity in faculty

***“Death by a
thousand cuts”***



What can I do?

Be aware



Reflect on your biases
Communicate thoughtfully
Good intentions can have
harmful impacts

Be an ally

Strategies

- Direct Question:**
what do you mean?
- Assume good intent:**
I'm sure you didn't mean
- Call someone in:**
Can we talk about what just happened?
- Call someone out :**
That behavior isn't cool
- Acknowledge wrong:**
I feel bad about what's happening here

(From: MasterClass for Women Surgeons)



A contributor to workplace and classroom environment

- Awareness of microaggressions is just one way we can create more inclusive environments
- Review the inclusive teaching series:
 - Implicit bias
 - Mindset
 - Teamwork
 - Interactions with peers and faculty



Resources (Thanks, Sue!)

- Microaggressions in the classroom -
<https://youtu.be/BJL2P0JsAS4>
<https://www.youtube.com/watch?v=ZahtlxW2CIQ>
- Checklist -
https://www.messiah.edu/download/downloads/id/921/Microaggressions_in_the_Classroom.pdf
- Suggestions -
<https://teaching.washington.edu/topics/inclusive-teaching/addressing-microaggressions-in-the-classroom/>
- UD Office of Equity and Inclusion –
<https://sites.udel.edu/oei/>
- OEI resources -
https://docs.google.com/document/d/1fVquZvoJHb66WSTUM-K4y_2ncq3-NIQ9urddR3CyaB4/edit
- College of Engineering Diversity and Inclusion –
<https://engr.udel.edu/about/diversity-inclusion/>
- Inclusive Teaching Modules -
<https://resources.engr.udel.edu/faculty/inclusive-teaching/>