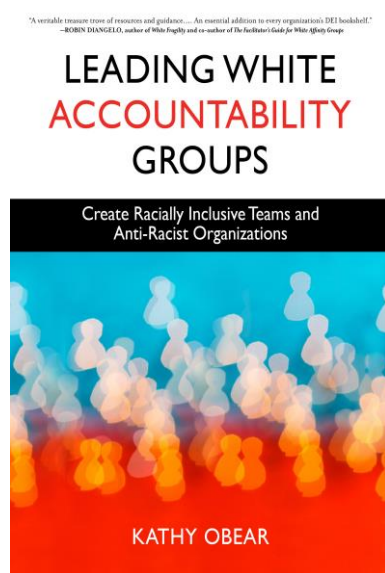
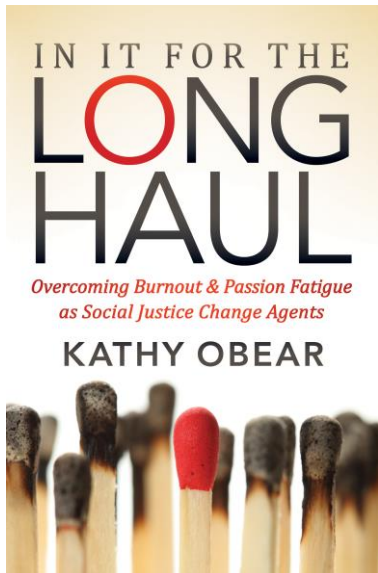


Why we might not speak up and interrupt microaggressions



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A Time You Responded Effectively

Think about a time you noticed a microaggression and spoke up in effective, productive ways that:

- aligned with your **core values**, and
- furthered **organizational goals**

➤ **What happened?**

➤ **How did you feel?**

➤ **What did you do?**

➤ **Why did you choose to speak up?**

**Think about times you have not spoken up ~
for whatever reasons.**

- **What were some of your thoughts or concerns that led to your not speaking up?**
- **What was the probable impact of your silence on others? On you?**
- **As you reflect, what could you have done in the moment?**

**Why might we sometimes
NOT speak up and interrupt
microaggressive dynamics?**





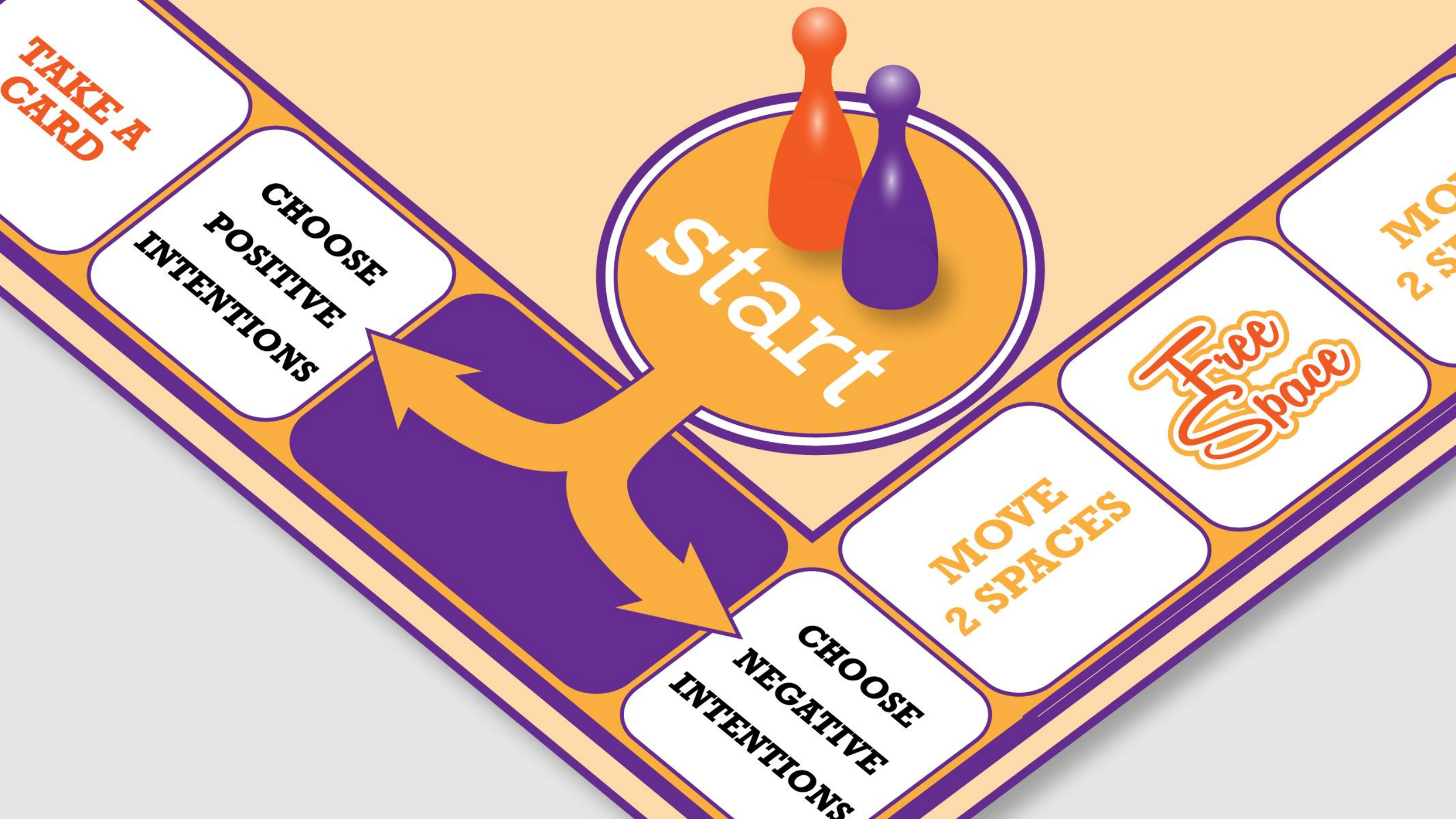
**Common
Unproductive
Reactions**



REFLECT ~ In microaggressive situations, I sometimes react in these unproductive ways:
fight, flight, freeze, flounder, other F's

How can you get more grounded and present when you are about to react out of these unproductive stress reactions?

BREATHE



What are your INTENTIONS
(conscious or not)
as you decide how to
engage and respond to unproductive,
microaggressive behaviors?

Less Productive Intentions

- **Which less productive intentions have you ever thought?**
- **How might you often react out of these intentions?**
- **If you do, what is the possible impact on others? You?**

Identify Less Productive Intentions

- win the argument
- get even; get them back
- to be right; prove the other person wrong
- to prove you are competent, smart
- assert your power and authority
- gain status and prestige; be admired
- be in control
- intimidate the other person
- “put them in their place,” shut them down
- punish the other person
- embarrass or put down the other person
- make them feel the pain and hurt you feel
- change the other person’s views, feelings or behaviors
- to make people learn
- trick and “out fox” the other person
- avoid confrontation and conflict
- keep conversation under control
- seek approval of others
- to be liked, to fit in



People who fight
fire with fire
usually end up with
ashes.

Abigail Van Buren



Shift Your Intentions

Less Productive

- **Win**
- **Get even; get them back**
- **Make people learn**
- **Embarrass them**
- **Keep conversation under control**
- **Prove you are competent, smart, in charge**
- **Make everyone feel happy and harmonious**

More Productive

- **Create a respectful, thriving workplace**
- **Interrupt unproductive, inappropriate behaviors**
- **Understand the impact**
- **Deepen learning**
- **Negotiate new ways of engaging & behaving**

More Productive Intentions

- **How might you react out of these intentions?**
- **If you do, what is the possible impact on others? you?**

Identify More Productive Intentions

- **create greater inclusion**
- **leave people feeling whole**
- **engage in respectful dialogue**
- **do no harm**
- **“go with the flow;” trust the process**
- **deepen learning and growth**
- **meet the people “where they are” without judgment**
- **use the triggering moment to deepen understanding**
- **relate in, connect to the person**
- **create space for honest, authentic dialogue**
- **model the equity and inclusion behaviors you espouse**
- **support people to disagree with each other in respectful ways**
- **treat others with respect and dignity**
- **interrupt unproductive, inappropriate behaviors and group dynamics**
- **build a “bridge” and a connection with the other person**
- **deepen understanding across differences**
- **Support those impacted by microaggressive behaviors**



**Identify new
expectations
for behavior
AND hold
everyone
accountable.**

Principles of Community

**Ways we expect each other
to treat colleagues &
create greater inclusion**

Discuss and list

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

**Behaviors that “cross a
line”**

Discuss and list

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Everyone is expected to and will be held accountable for:

- 1. Creating inclusive environments and teams.**
- 2. Interrupting and engaging unproductive, microaggressive dynamics.**
- 3. Creating inclusive programs, policies, services and practices.**
- 4. Deepening their individual and our collective capacity to successfully serve our increasingly diverse client groups.**