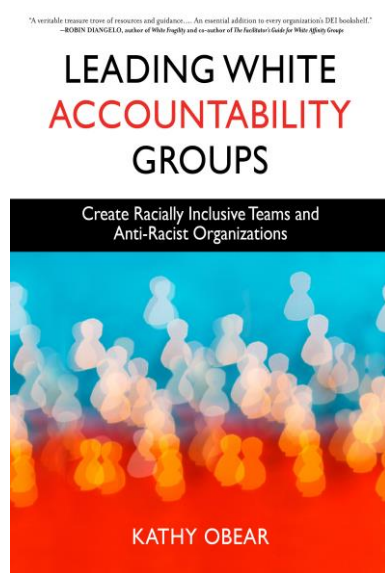
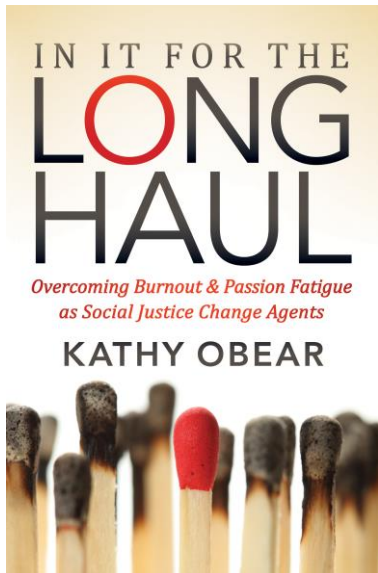


What are Microaggressions?



Kathy Obear, Ed.D.
www.drkathyobear.com

Think about a time in your life when **you
felt that you mattered, belonged**

**~ when you were a part of a group or
situation where you felt included;
important; valued, connected to others; you
were respected for who you are & what you
had to contribute**

***What did others do that helped you
feel you **belonged? Mattered?**
Were **included?****

Think about a time you felt you were **treated less than, disrespected, or excluded:**

~ by someone or a group because of their attitudes towards some group membership or difference you had...or they perceived you had....

- * **What happened...how did you feel?**
- * What was the **impact in the moment? Over time?**
- * **How did you react?**
- *Was this the **1st time** this had happened? Or was this part of a pattern: **Cumulative impact?***
- * *Did someone respond effectively?*
 - *Leaving you feeling seen, heard, supported?*
 - *The negative behavior addressed?*
- * **Or did you feel unresolved?**

**What did others do that left you
feeling disrespected and excluded?**

Microaggressions

Dr. Chester Pierce; Dr. Derald Sue

“Microaggressions are the **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**.”**

Dr. Derald W. Sue

• *<http://www.psychologytoday.com/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race>*

- **There is nothing “micro” about the impact of these situations**
- **Micro = At the Interpersonal level**
- **Macroaggressions**
 - **Systemic and organizational policies, practices, norms, services....**

Microaggressions: **Characteristics**

Dr. Derald Sue

- **Every day actions that occur all around us**
- **By people who believe they are fair-minded, without prejudice**
- **Possibly, without any conscious intent or malice**
- **Usually unaware of how their comment, tone, or behavior negatively impact others**

Microaggressions, Interpersonal Aggressions: Characteristics

- May be considered “no big deal”
- Few recognize the cumulative, enduring impact of constant barrage of microaggressions
- Some may not even recognize they experienced a microaggression until later

- **Swarmed by mosquitoes**
- **The elephant in the room...**
- **Paper cuts**
- **Constantly pecked at by geese/ducks**

REFLECT ~ 0-10 not at all to completely
Growing up into young adulthood, I **actively did**
my part to interrupt, disrupt, and shift
microaggressions and co-create true equity and
inclusion in everything I did.

3 Types of Microaggressions

Dr. Derald W. Sue, et.al

- **Micro-assaults**: *Conscious and intentional discriminatory actions.*
- **Micro-insults**: *Verbal, nonverbal, and environmental communications that subtly convey rudeness and insensitivity that demean a person's heritage or identity.*
- **Micro-invalidations**: *Communications that subtly exclude, negate, or nullify the thoughts, feelings or experiential reality of others.*

**REFLECT: How often do you experience
microaggressions in your work
responsibilities?**

Not at all

Occasionally

Monthly

Weekly

Daily

3-5 times/day

More than 5 times each day

REFLECT: How often do you experience microaggressions outside of work?

Not at all

Occasionally

Monthly

Weekly

Daily

3-5 times/day

More than 5 times each day

The background is a solid purple color. A horizontal band of white light, resembling a lens flare or a soft glow, runs across the center of the image. Above and below this band, there is a pattern of small, semi-transparent white circles of varying sizes, creating a bokeh or bubble effect.

IMPACT outside & inside of work

Why is it important to **deepen the capacity of leaders and employees to **recognize and respond** to microaggressions?**