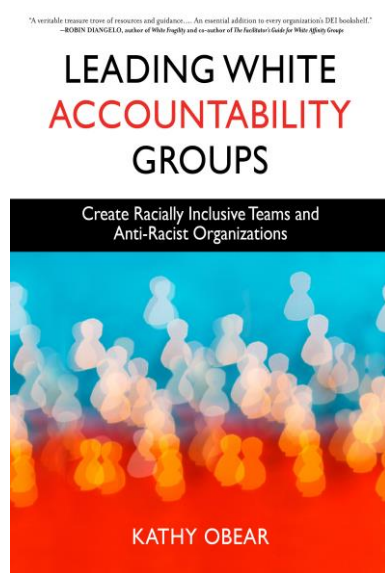
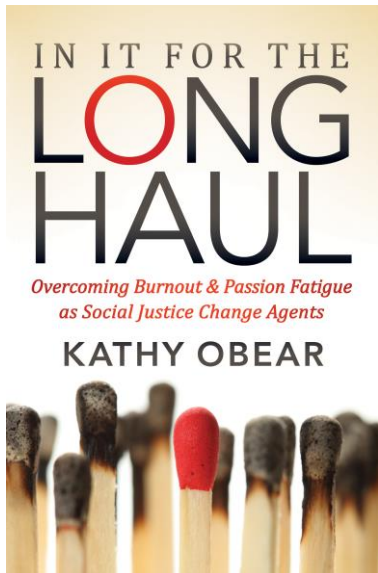


## Microaggressions & Cumulative Impact



**Kathy Obear, Ed.D.**  
**[www.drkathyobear.com](http://www.drkathyobear.com)**

**Reflect: What are examples of workplace comments, behaviors, policies and practices that could leave colleagues feeling disrespected, under-valued, they don't belong....**

# **How might yours & others' actions & inactions might contribute to people continuing to feel:**

- **Invisible**
- **Not valued**
- **Disrespected**
- **Isolated**
- **Under a microscope**
- **Surveilled**
- **Overly scrutinized**
- **You don't really belong here**
- **You are lucky we let you be here**
- **You don't deserve to be here**
- **Not as smart, prepared**
- **Perpetual outsider**



**What is the  
probable  
CUMULATIVE  
IMPACT  
of these often  
daily+  
microaggressions?**

**How often? How long?  
Where? By whom?**



# What are 10+ common microaggressions:

- **Disability status**
- **Hierarchy/position status**
- **Years of experience; age**
- **Race**
- **Sex/gender**
- **Gender identity**
- **Sexuality**
- **Religion/spirituality**
- **Others**

# Possible short-term impacts

**Can feel isolated, angry,  
irritated, confused,  
degraded, distrustful,  
invisible, silenced, over-  
looked, invalidated,  
resentful, betrayed, othered,  
insulted, dehumanized,  
anxious, hyper-vigilant,  
agitated, depressed,  
discouraged, self-doubt,  
question self...**

# Possible short & long-term impacts

**Can feel isolated, angry, irritated, confused, degraded, distrustful, invisible, silenced, overlooked, invalidated, resentful, betrayed, othered, insulted, dehumanized, anxious, hyper-vigilant, agitated, depressed, discouraged, self-doubt, question self...**

**High stress, headaches, sleep disturbances, high blood pressure, type 2 diabetes, weakens the immune system, harder to concentrate/focus, deep fatigue, premature aging...**

***BREATHE***