

“But I didn’t mean it like THAT”

Intent vs. Impact

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Robyn Eichorn

Learning Outcomes

- Ability to understand microaggressions, language used, and be able to identify their presence online and in person.
- Ability to use cultural humility to understand one's own privileges and how to ensure they are not unintentionally oppressing others.
- How to intervene and educate peers on their use of microaggressions.

What is a “Microaggression”?

Microaggressions are “brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color” ([Derald Wing] Sue, et al., 2007, p. 271).

Types of Microaggressions

- Microassaults: intentional
- Microinsults: nonverbal, verbal
- Microinvalidations: nullifying/ignoring feelings of others

Critical Race Theory: The Foundation

- Movement of scholars and activists to determine relationships between race, racism, and power
- Identifying race-based treatment and attitude
- Portrayal of people of color in media, literature, etc.
- Understanding intersections of identity

A man in a grey suit and a woman in a brown patterned dress stand in an elevator. The man is looking down and to the right, while the woman is looking forward with a slight smile. The background is a dark, metallic elevator wall.

**MICROAGGRESSIONS
EXPLAINED WITH MOVIES**

Effects of Using Microaggressions

- Internal/Self:
 - Low intelligence of cultural humility
 - Perception of racism is skewed
 - Severance from diverse relationships
- External/Peer:
 - Feeling of ridicule/invalidation due to cultural beliefs or physical appearance
 - Desire to separate oneself from background/culture
 - Confusion or loss of identity

“How Do I Know if I am Using Microaggressions?”

- Non-verbal
 - Changing course of action due to an aspect of another’s identity
- Verbal (If it fits in “you ____ for a ____”)
 - Backhanded compliments
 - Undermine part(s) of a person’s identity (race, gender, culture, etc.)

MICROAGGRESSIONS AGAINST WHITE PEOPLE?



DECODED



How to Support Students and Peers

- Ask individual using the language to repeat themselves
- Challenge inappropriate language
 - Provide example of why language is inappropriate
- Advocate for targeted individual(s)
- Respect and practice their preferred language
 - Example: gender pronouns
- Have a conversation with the supervisor or HR regarding behavior/language

Activity: Spotting Microaggressions

- Relevancy to medium (photo, video, tweet, etc.)
- Is it using oppressive language, images, or both?
 - Why is it “wrong”?
 - Why would someone not understand why it is inappropriate?
- How can we reduce the impact/spreading of this post?



Homa Bash
@HomaBashNBC5



Follow

When you get the cops called because a 'Hispanic-looking woman & black man with a suspicious white truck & camera' are near a school 😂



RETWEETS
15,029

LIKES
22,110



Anonymous said
What r u mixed with



h0odrich

my mom and my dad

“What are you mixed with?”
“My mom and my dad”



“Why are you upset? Is it that time of the month again?”



“Pretty...for a big girl.”
Ashley Graham, TEDTalks

Rousey gotta just go home and start a family



“Rousey gotta just go home and start a family.”

Importance of Understanding and Educating

- Learning takes place when the subject is made to seem meaningful to the learner
- Best learning occurs in non-threatening environments
- Practice what you preach
- Self-evaluation heightens awareness and reliance of knowledge

How to Intervene and Educate

- To question or not to question? Evaluate situation and environment.
- Model behavior
- Share a personal learning experience
- Put yourself in the position of the marginalized group

Case Study

Concluding Notes and Questions

References

<http://www.socialworker.com/feature-articles/technology-articles/microaggressions-and-the-internet/>

<http://rorablue.com/handlewithcare>

<https://www.youtube.com/watch?v=xAgawjzimjc> (Ashley Graham, TEDTalks)

<https://www.psychologytoday.com/blog/microaggressions-in-everyday-life/201010/racial-microaggressions-in-everyday-life>

<https://www.minitex.umn.edu/Training/DisplaySessionHandout.aspx?Title=Identifying%20and%20Responding%20to%20Microaggressions&SessionID=580>

<https://www.youtube.com/watch?v=hDd3bzA7450>

http://academicaffairs.ucsc.edu/events/documents/Case_Studies_2014_10_16_Final.pdf University of California Santa Cruz

<http://www.microaggressions.com/>

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