



MICROAGGRESIONS

WHAT IS IT?

HOW IT WORKS?

WHY IT MATTERS?

WHAT CAN I DO ABOUT BIAS?

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MICROAGGRESSIONS FACED BY THE LGBTQ+ COMMUNITY

You don't belong in this bathroom. It's for women.

You look good as a woman.

Saying "Oh you look so normal" or "You don't look disabled!"

Should someone with a disability look unwell? You do not decide what counts as a disability.

Anonymous

42 notes delete edit

Homosexuality is a disease. I pray to God that you'll get cured one day, because for heaven's sake, you are one beautiful human being who is so beautiful to suffer this.

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Why do you need a wheelchair?

- assuming someone is being lazy or using it as an excuse to help mobility if they're able to walk



MICROAGGRESSIONS

You don't seem gay.

Where are you really from?

You'd look prettier if you smiled more...



MICROAGGRESSIONS

Microaggressions are brief and commonplace statements or actions that can be intentional or unintentional. They communicate slights and insults, and can have a harmful or unpleasant impact on the person experiencing them.

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HOW DO MICROAGGRESSIONS WORK?

“Microaggressions may be sent verbally ("You speak good English."), nonverbally (clutching one's purse more tightly) or environmentally (symbols like the Confederate flag or using American Indian mascots). Such communications are usually outside the level of conscious awareness of perpetrators.”



WHY IT MATTERS?

- Racial microaggressions are often constant, continuous, and cumulative for their targets.
- Even if they're statements that are intended as positive (e.g. "You speak such good English!"), they can have a negative impact when piled on top of other microaggressions.
- And studies reveal that racial microaggressions have powerful detrimental consequences to people of color.
- They have been found to affect the mental and physical health of recipients, create a hostile work or campus environment, lower work productivity and problem solving abilities, and be partially responsible for creating systemic inequities.



#itooam

harvard

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"What are you?"
is NOT a cute
introduction.



CASE STUDY

Some residents approach you and tell you that there is a sign on a door that reads: “You should be lynched. N##### go home.” The resident is African-American and unaware that the sign is on their door. You immediately try to make contact with the resident and the sign is removed from their door. They are upset and want the issue addressed with the entire community. Many residents in the community are talking about the sign – some who saw the sign and others who are just hearing about it. You have the role of starting the dialogue with the community. You have a few minutes to think about how you will approach the community and help them if they have questions.

- *How do you respond?*
 - *What should you consider?*
 - What is the impact on the community when things like this happen?
 - How do you involve community members in proactive discussions regarding such issues?
 - What if the residents of the room are not bothered by the sign?
 - What if the residents said they don’t want to be a part of a community discussion?



SMALL GROUP ACTIVITY

- Break up in small groups and discuss (5 minutes)
 - Come back and share with the group the steps you will take and the order in which you will take them.

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Things to Consider

- Discuss bias reporting, hate speech, how to respond to the community, communicating with your supervisor, resources available on-campus for residents, language, procedure for dealing with vandalism, reporting to Campus Safety (if supervisor deems necessary), refer to policy (if helpful)
- From the Pitt State Home Page, all you have to type is “Get Help” and this form will pop up.
 - [Get Help at Pitt State | Pittsburg State University](#)
- Document, Document, Document.
 - Before you destroy the sign, take a picture of it to upload as part of your documentation.
 - Assess the targeted constituents/victims and ensure they are supported or referred as needed
 - Once pictures have been taken, either cover up the vandalism/expression with a sign that addresses that it is not tolerated and not acceptable in the community or post a sign addressing to the community the inappropriate nature of the vandalism
 - ☑ Address the incident with the community, as the victims feel comfortable. Meet with the parties involved, and if appropriate, hold a floor meeting to address how it may have impacted the community



ADDRESSING MICROAGGRESSIONS

- The goal here is EDUCATION. It's not about winning a point or making someone feel bad or wrong.
- It is also a good idea to stay away from being sarcastic, snide, mocking or arrogant (even though this can be very tempting).
- Focus on the event, not the behavior. By directing the conversation to the behavior, event, or comment you will decrease the likelihood of defensiveness.
- **Use yourself as an example.** None of us were born with the knowledge we now have about equity and diversity. *Use your own stories of how you've "unlearned" certain hurtful, inaccurate, and misleading information.*



REFRAME.....REFRAME.....REFRAME

- The best “equity and diversity education” comes when we are able to help someone understand a particular topic or issue using a different frame – with different assumptions and different conclusions.

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CLOSING REMARKS

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