

A refresher of Capacity Building Partnerships'

July 2020 Training

Presented by Laura Taylor & Scott Gall

Diversity Equity & Inclusion Committee Co-Chairs



Microaggression Refresher + Debrief

Goals

- Remember or learn what microaggressions are
- Impacts
- How to Respond
- Discuss & Debrief

■ Group agreements for engagement

- Be mindful of privilege, power dynamics, unconscious bias, and missing perspectives.
- Honor each other's privacy (however, this meeting is public).
- Listen to understand.
- Speak your truth responsibly.
- Step up/step back.
- Acknowledge, accept, and work through mistakes.
- Be willing to do things differently and/or experience discomfort.
- Expect and accept non-closure.
- Don't yuk my yum

Remember...

- Bias exists in all of us
- Bad behavior ≠ Bad person
- We're all on a continuum of awareness
- Taking *Responsibility* to change is the key

Microaggressions are:

Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults to the target person or group.

Source: D. W. Sue, C.M. Capodilupo, G.C. Torino, J.M. Bucceri, A.M.B. Holder, K. L. Nadal, M. Esquilin
"RACIAL MICROAGGRESSIONS IN EVERYDAY LIFE" American Psychologist, May-June 2007 (Teacher's College, Columbia University)

Microaggressions are:

- Based on stereotypes of any marginalized group
 - Assumptions
- 3 main types: Microassaults, Microinsults, Microinvalidations

Why this matters for WMSWCD



- Anonymous Staff Survey (50% participation)
 - 1/3 directly affected
 - 1/2 witnessed toward others
- Negative impacts hurt our team
- Against our organizational values
 - Equity Statement, Statement of Non-Discrimination
 - Prevention of Workplace Discrimination, Harassment, and Retaliation Policy
- We can be the solution



Video

“How microaggressions are like mosquito bites.”

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



Detrimental Impacts of Microaggressions



- Anxiety
- Depression



- Sleep Difficulties



- Diminished Confidence
- Helplessness

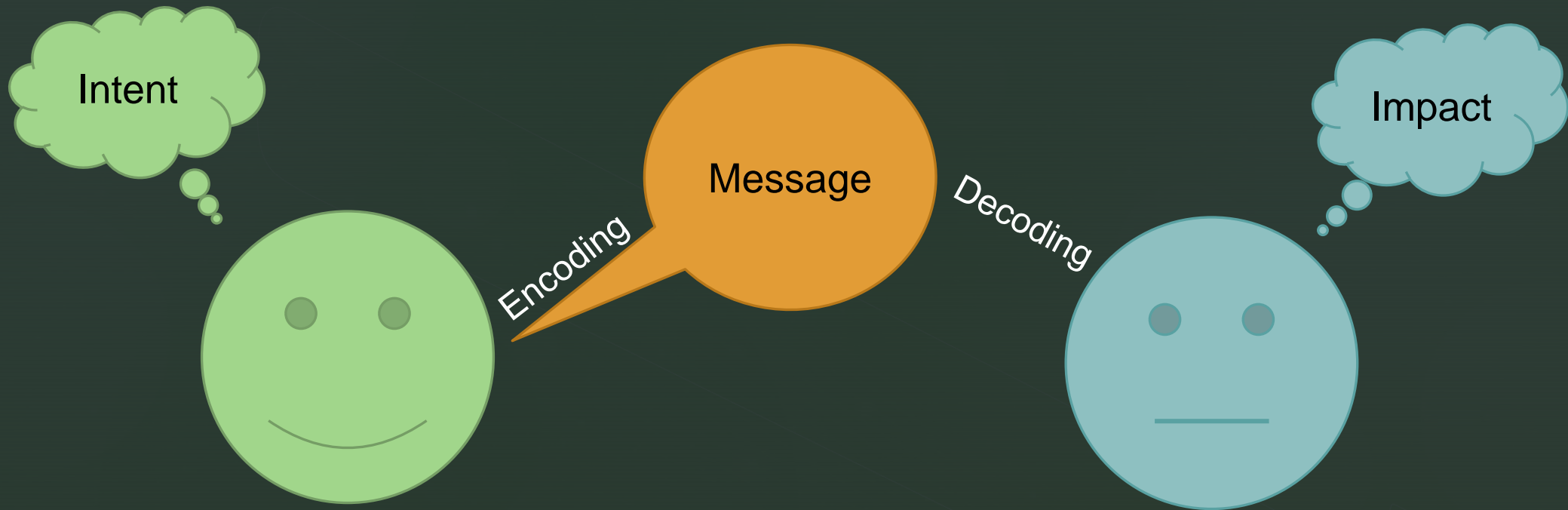


- Loss of Drive



- Internal Dilemma (second guessing, what to do, ...)
- Diminished Cognition

Intention vs Impact



Examples

Theme	Microaggression	Message
1- Alien in own land When Asian Americans and Latino Americans are assumed to be foreign born	<ul style="list-style-type: none"> “Where are you from?” “Where were you born?” “You speak good English.” A person asking an Asian American to teach them words in their native language. 	<ul style="list-style-type: none"> You are not American. You are a foreigner.
2- Ascription of intelligence Assigning intelligence to a person of color, woman, etc. on the basis of their race/ sex/ age, etc. (extended beyond race by WMSWCD)	<ul style="list-style-type: none"> “You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with a math or science problem. The person did not believe me when I corrected them (politely) about the identification of an organism which they were mistaken about. They assumed that I was less well trained and knowledgeable than I am. (I have significant training on the topic in question) ± 	<ul style="list-style-type: none"> People of color are generally not as intelligent as Whites. It is unusual for someone of your race to be intelligent. All Asians are intelligent and good in math/sciences. Women have less knowledge and technical expertise than men. Their thoughts and input can be dismissed if it contradicts what a man thinks. ±
3- Color blindness Statements that indicate that a White person does not want to acknowledge race	<ul style="list-style-type: none"> “When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.” 	<ul style="list-style-type: none"> Denying a person of color’s racial/ ethnic experiences. Assimilate/acculturate to the dominant culture. Denying the individual as a racial/ cultural being.

Examples

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5- Denial of individual racism A statement made when Whites deny their racial biases	<ul style="list-style-type: none"> “I’m not racist. I have several black friends.” “As a woman, I know what you go through as a racial minority.” 	<ul style="list-style-type: none"> I am immune to racism because I have friends of color. Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.
10- Power Dynamic ±	<ul style="list-style-type: none"> Suppression of subordinate ideas in open discussion ± 	<ul style="list-style-type: none"> The ideas and perspectives of people in less powerful positions are not valuable.
12- Tone deafness Indirect racism/ sexism/ ageism, etc. ±	<ul style="list-style-type: none"> Making a sexist/ racist joke even if it is all men or white people ± Stating the organization “lacks diversity” ± 	<ul style="list-style-type: none"> It okay to be sexist/ racist if everyone around is like me. ± Assuming other’s gender/ race/ ability/ sexual orientation, etc. ±

Source: D. W. Sue, C.M. Capodilupo, G.C. Torino, J.M. Bucceri, A.M.B. Holder, K. L. Nadal, M. Esquilin "RACIAL MICROAGGRESSIONS IN EVERYDAY LIFE" American Psychologist, May-June 2007 (Teacher’s College, Columbia University). ± Added by WMSWCD from staff survey.

How to Respond



- Notice the Impact



- Hear the Impact

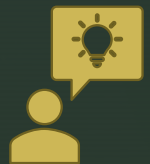


- Acknowledge your intent without denying the impact

- Apologize – Take Responsibility



- Move on



- (on your own) Reflect, Learn, Grow

- Correct yourself if you slip up again. Practice!

Scenario: Laura (as herself) is on a site visit with a landowner (played by Scott)



Open Conversation & Debrief

