

Small Strategy: Mitigate Microaggressions

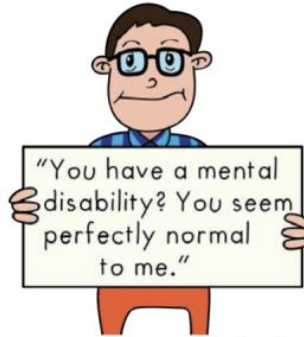
I have a specific idea of what Canadians look like, and you're not it.



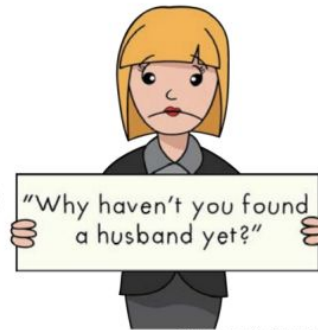
Because of your skin color, you can't be from around here.



I expect immigrants to sound a certain way (inferior).



People with disabilities aren't normal.



I'm relying on a stereotype about someone with your identity.

All women are straight. Women who aren't married are defective.

Implementing DEI Efforts

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they/them

1. Where to begin?
 2. Reviewing real life examples
 3. Lessons learned
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Setting the Scene

- Bias, both personal and within organizations
- Examples of getting started: Assessing the environment
 - Strategic planning
 - Climate surveys
 - Employee turnover
- Increasing employee diversity
- Examples of large-scale strategies

Small Strategy: Interrupt Oppressive Behavior

- Mary McClintock (1990)
- Action continuum: actions that hurt (work against inclusion) and actions that help (work toward inclusion)
- Actions that hurt
 - Actively join in the behavior
 - No response — this action implies agreement with the behavior

Small Strategy: Interrupt Oppressive Behavior

Actions That Help

01	Educate yourself	<ul style="list-style-type: none">• Participate in a formal training• Attend an educational event• Seek information on others' experiences
02	Interrupt the behavior	<ul style="list-style-type: none">• "That person's pronouns are..."• "That's not funny/appropriate."• "You just said X. Is that right?"
03	Interrupt and educate	<ul style="list-style-type: none">• "Stereotypes/jokes about others make it seem like you don't respect them, and I know you to be a respectful person."• "Pronouns are important because..."
04	Support others' proactive responses	<ul style="list-style-type: none">• Recommend the attending a training• Direct them to websites, graphics, or other resources
05	Initiate a proactive response	<ul style="list-style-type: none">• Organize a pro. dev. opportunity for your colleagues about DEI issues• Volunteer with a social justice organization

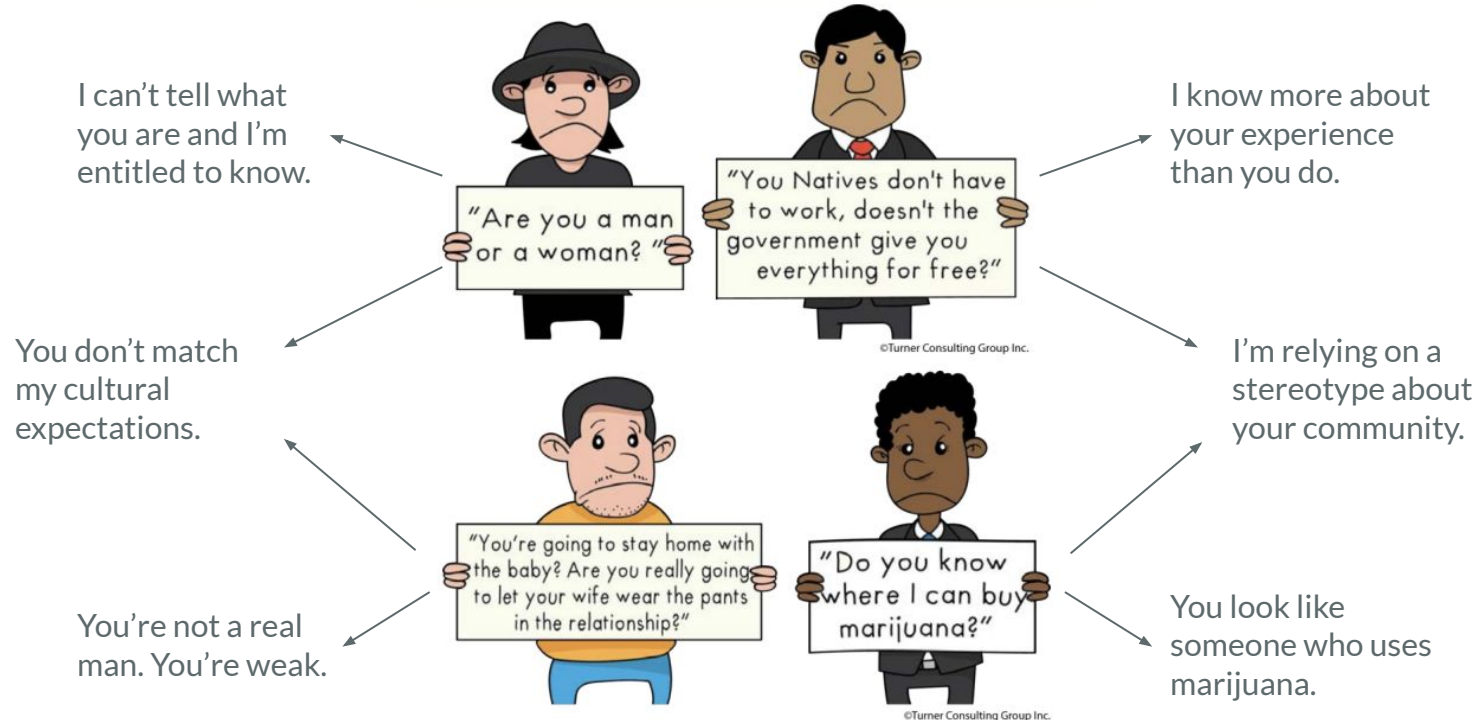
Small Strategy: Mitigate Microaggressions

- *Microaggressions* are “small-scale” instances of racism, homophobia, sexism (and more) that are directed at someone’s perceived or actual membership in a particular group. These instances may be intentional or unintentional and can be an insult or an errant comment or gesture.

Small Strategy: Mitigate Microaggressions

- Microaggressions can be taxing on one's emotional, spiritual, or even physical wellbeing
 - Feelings of self doubt, inferiority, and/or exclusion
 - Not feeling supported
 - Added stress and anxiety

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- If YOU committed a microaggression:
 - If you realize it in the moment, point it out yourself and apologize
 - If someone else points it out, apologize but don't dwell
 - Educate yourself on what to do/say differently

Small Strategy: Mitigate Microaggressions

- If you WITNESS, or are the TARGET OF, a microaggression:
 - Ask clarifying questions: *I think I heard you say X. Do I have that right?*
 - Educate, if comfortable: *I learned recently that X is harmful to say because... In my experience, X is harmful because...*
 - Come from a place of care: *When you said X, it had X impact, and I know that doesn't represent who you are as a person.*

Have you heard microaggressions in the workplace?

What actions/strategies seem doable?

Who are your “accountabilibuddies” for helping you work toward your personal or professional goals?

Thank you!

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