



DID YOU JUST SAY THAT? RECOGNIZING AND INTERUPPTING MICROAGGRESSION

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A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

| GOALS

- Recognizing Microaggressions
- Interrupting Microaggressions

1 | RECOGNIZING MICROAGGRESSIONS

WHAT IS A MICROAGGRESSION?

- The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (*Diversity in the Classroom*, UCLA Diversity and Faculty Development, 2014).

| Types of Microaggressions

Microassault: Explicit derogations and purposeful discriminatory actions (essentially explicit racism or discrimination).

Microinsult: Behavioral or verbal remarks that convey rudeness, insensitivity, and demean a person's heritage or identity. Often subtle snubs outside the level of awareness of the perpetrator, microinsults clearly convey a hidden insulting message to the recipient.

Microinvalidation: Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person; they are likely unintentional.

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INTERNAL DILEMMA

- Did I interpret that correctly?
- Did she say what I think she said?
- What did he mean by that?
- Should I say something?
- Saying something may make it worse
- They'll probably think I'm overreacting
- Speaking up is going to hurt more than it helps

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Psychological Impact

- Anxiety
- Depression
- Sleep Difficulties
- Diminished Confidence
- Helplessness
- Loss of Drive
- Intrusive Cognitions
- Diminished Cognition

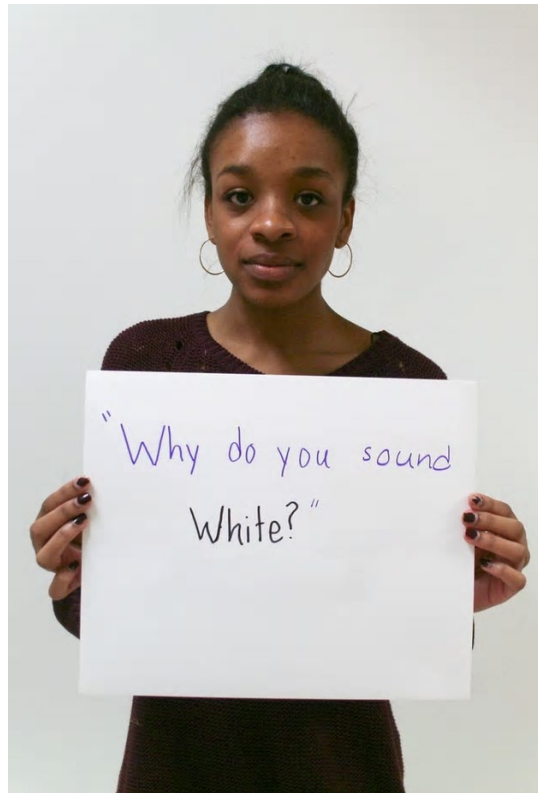


Alien in Own Land





Ascription of Intelligence





Color Blindness





Denigrating Cultural Values/ Communication Styles





Sexual Orientation Microaggressions



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Gender Identity Microaggressions





Disability Microaggressions



A dark blue-tinted photograph of a city skyline at night, with various skyscrapers and buildings illuminated against a dark sky. The skyline is reflected in a body of water in the foreground.

| Disabilities

- **Visible Disability:** Noticeable by looking at a person.
- **Non-visible Disability:** A physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person's movements, senses or activities.

A dark blue, semi-transparent banner at the top of the slide features a city skyline at night with illuminated buildings and a body of water in the foreground. The title 'MICROAGGRESSION THEMES' is written in white, uppercase letters, with a vertical white bar to its left.

MICROAGGRESSION THEMES

- Denial of Disability Experience
- Denial of Personal Identity
- Denial of Privacy
- Helplessness
- Secondary Gain

2 | INTERRUPTING MICROAGGRESSIONS

A dark blue, semi-transparent banner at the top of the slide features a city skyline at night. The buildings are illuminated with lights, and their reflections are visible on the water in the foreground. The overall tone is professional and modern.

| Range of Responses

- Ignore it
- Use Humor
- Confront the Person

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| When You're the Target

- Consider the context
- Take care of yourself

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| When You're the Upstander

- Be an Ally
- Speak for Yourself

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| When You're the Microaggressor

- Try Not to be Defensive
- Acknowledge, Apologize and Reflect

Potential Responses

- “Ouch”
- Quizzical Look
- Ask for clarification: “What do you mean?”
- “Don’t you mean _____?”
- “Could you repeat that?”
- “That’s not my experience/the experience of many people”

Potential Responses



THANKS!

ANY QUESTIONS?