



MICROAGGRESSIONS
LGBT
verbal Race
unintentional
nonverbal
insults Gender
putdowns slights
Disability
marginalized



Micro-aggressions

How Can Such Small Things Create Big Problems

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Let's Kick This Off

With Your Partner Discuss the Following:

- 1) What's Up? What is going on in the world of EEO/HR.**
- 2) Discuss your level of understanding of Micro-aggressions.**
- 3) What you wish to gain from this session.**





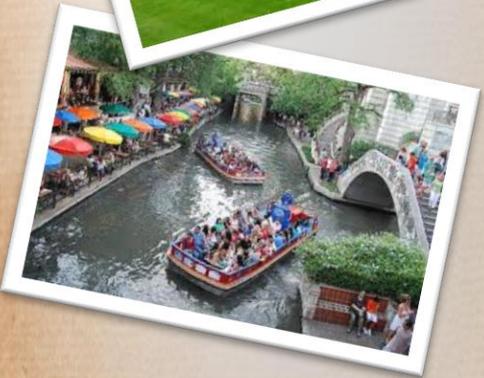
Ground Rules

- **Learn from each other**
- **Respect**
 - Listen respectfully; seek to understand
 - Listen harder when you disagree
- **Challenge Yourself**
- **Engage in open and honest dialogue**
- **Participate fully (@comfort +1)**
- **Assume good intent**
- **Be Open to New & Different Perspectives**



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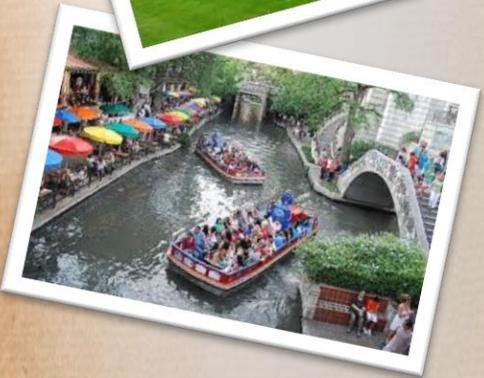
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What is a micro-aggression?



Micro-aggressions are brief, everyday exchanges that, without malicious intent, send denigrating messages to marginalized groups.



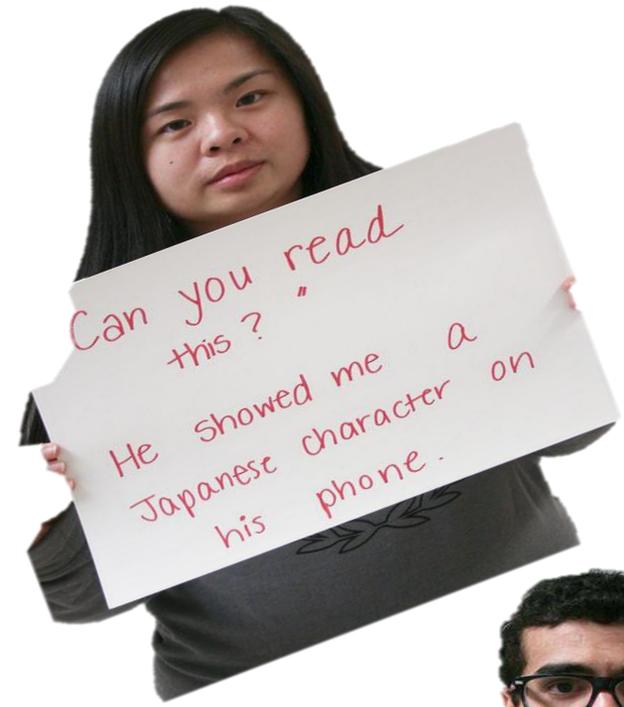
- **Usually outside of conscious awareness**
- **Represent a clash of racial, gender and sexual orientation realities**
- **Create a hostile and invalidating climate**



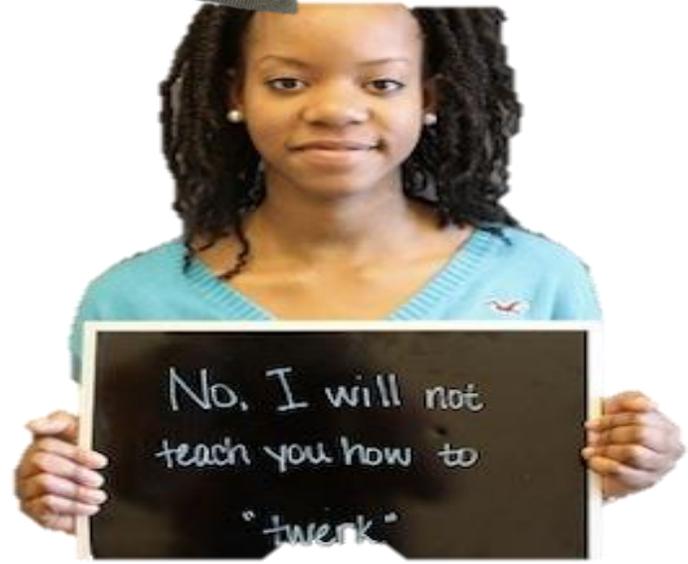
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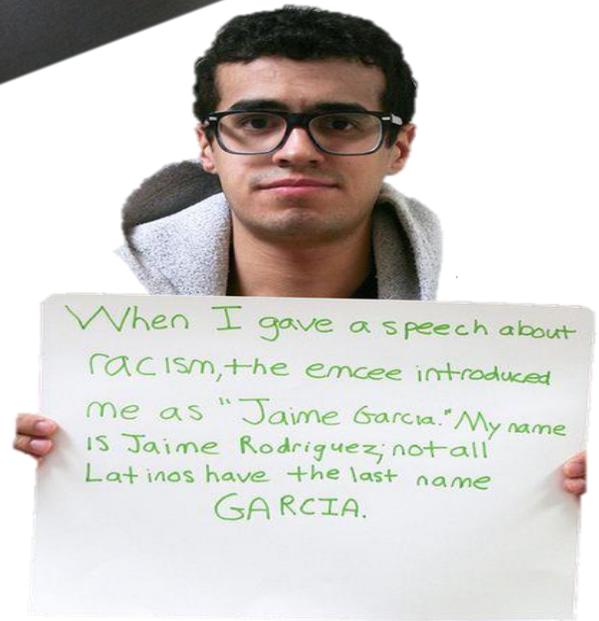
"You don't
speak Spanish?"



Can you read
this?
He showed me a
Japanese character on
his phone.



No, I will not
teach you how to
"twerk"



When I gave a speech about
racism, the emcee introduced
me as "Jaime Garcia." My name
is Jaime Rodriguez; not all
Latinos have the last name
GARCIA.



In 2014, NBC's Today show host Matt Lauer asked Mary Barra, CEO of General Motors if she could be a good mother and effective CEO of a major company



5 hrs · 👤

 **Seckond Chaynce** 
May 18 at 2:28 PM · 🌐

Wow I'm Speechless!!
This was sooo unexpected!!

**NEW FLORIDA COUNTRY ARTIST
IS AMAZING!!**



 **WOW** 

1.8M Views

 1



WHY DOES THIS HAPPEN?



Implicit Bias

- **What is it?**
- **Why does it matter?**
- **What can be done about it?**

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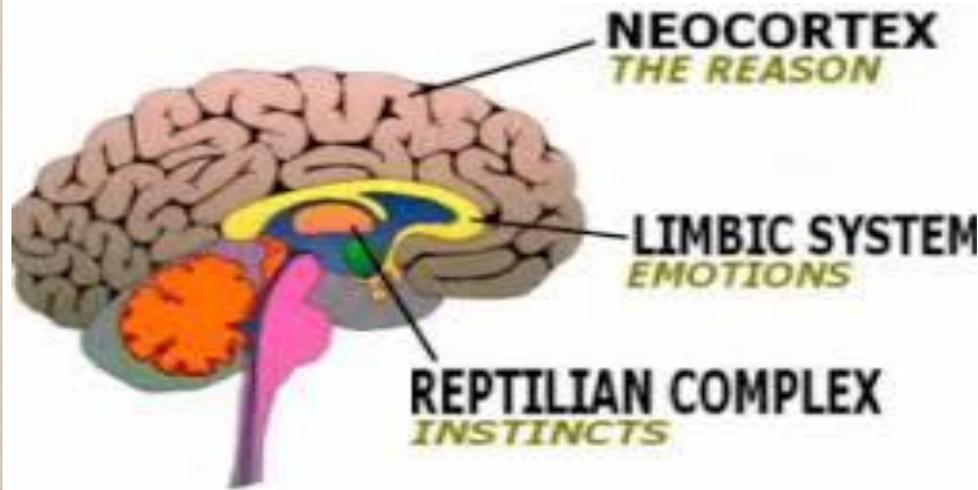
What is Implicit Bias?

implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.





Our brains strive to minimize threats to our survival by following the path of least resistance. It does this through scanning conditions, confirmation, and maintaining comfort. This is the source of stereotypes, prejudice, and discrimination.





What information do our brains implicitly provide when we walk into a room and see a person . . .

Dressed a certain way?

Whose skin is darker or lighter?

Why Does it Matter?

- **In employment situations, unconscious bias can have great effect when decisions are subjective.**
- **Areas of risk:**
 - **Recruitment**
 - **Career development**
 - **Discipline**
 - **Selection**
 - **Any and all employment decisions**





50% more likely to get call back

Neil
Emily
Carrie
Brendan
Sarah

Rasheed
Lakisha
Ebony
Jamal
Latonya

“Are Emily and Brendan More Employable than Lakisha and Jamal?”

Marianne Bertrand and Sendhil Mullainathan – 2002



- 30% of Fortune 500 CEO's are 6 foot 2 inches and taller. In U.S. only 4% of all men are 6 foot 2 or taller. 90% of CEO's above average height. (Malcolm Gladwell – *Blink*)
- Study controlled gender, weight and age – each inch of height = \$789 > pay per year



(University of Florida 10/16/03)



The screenshot shows the Project Implicit website. At the top is the Project Implicit logo and a search bar. A navigation menu includes links for HOME, ABOUT US, FOR ORGANIZATIONS, FOR RESEARCHERS, PRODUCTS AND SERVICES, CONTACT US, and DONATE. The main banner features the title "IMPLICIT SOCIAL COGNITION" and the subtitle "INVESTIGATING THE GAP BETWEEN INTENTIONS AND ACTIONS". Below this are two columns: "FOR RESEARCHERS" and "FOR ORGANIZATIONS", each with a brief description and a "LEARN MORE" button. The bottom section is divided into "WELCOME TO PROJECT IMPLICIT!" and "OUR SERVICES", with a "LEARN MORE ABOUT US" button at the end.

<http://implicit.harvard.edu>

Micro-aggression Themes

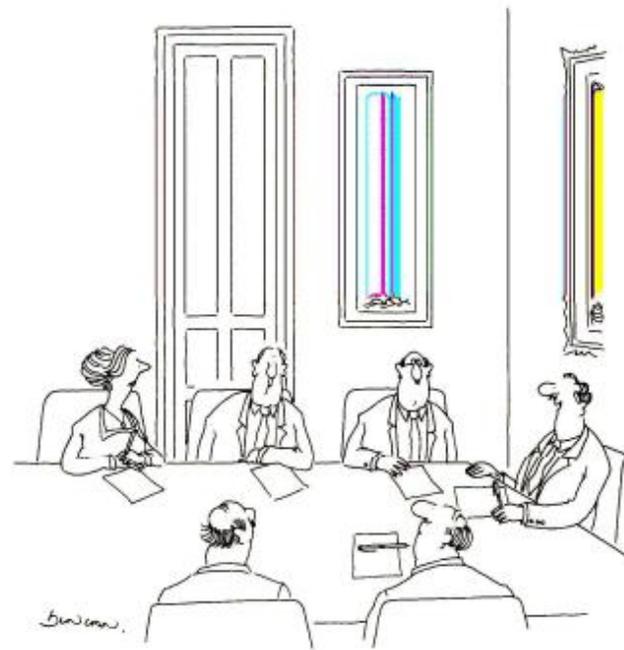
- **Ascription of Intelligence**
- **Alien in Own Land**
- **Denial**
- **Criminality**
- **Intrinsic Skills**
- **Denial of Individual Prejudice**
- **Myth of Meritocracy**





Implicit Message

- **What is the message the slight, put-downs or insults convey?**



"That's an excellent suggestion, Miss Triggs. Perhaps one of the men would like to make it."

Micro-aggression Exercise

On the next several screens there will be statements or examples.

As a group, we will

- Identify the Theme
- Identify the Implicit Message





- **Where are you from?**
- **Where were you born?**
- **You speak good English.**
- **You don't even speak with an accent.**
- **How long have you been in the States?**



- **You're gay? You have to give me some decorating tips.**
- **I bet you were great at basketball. (Said to African American)**
- **We are having a potluck tomorrow, will you make egg rolls? (asked of an Asian)**
- **Women in power lead by emotion and are too sensitive.**



- **When I look at you, I don't see color.**
- **There is only one race, the human race.**
- **I don't support gay rights because they are "special rights" – everyone is equal.**



- **Oh, you majored in bio? Were you studying to be a nurse? (asked of female)**
- **I don't understand this new math, can you help me? (asked of an Asian)**
- **You went to Harvard? (asked of a Latino or African American)**



- **A lady moves away and holds purse tighter when an African American male gets on the elevator with her.**
- **Crossing the street to avoid a group of Latino men.**
- **Locking desk when leaving the area you share with an African American colleague.**



- **I believe the most qualified person should get the job.**
- **I don't understand why my co-worker with ADHD gets extra time to complete the weekly report. Everyone would benefit with the extra time.**
- **Everyone can succeed if they work hard – just look at Oprah.**
- **We all know she got hired because she is a woman.**



- **I can't be racist, I have black friends (Asian girlfriend, I love Oprah, etc.)**
- **I am not homophobic – I have gay friends and I love Anderson Cooper.**
- **As a woman, I know what you go through as a racial minority.**



What Happens?

- **Did I interpret that correctly?**
- **Did she just say what I think she said?**
- **Should I say something?**
- **What did she mean by that?**
- **Saying something may make this worse.**
- **She will think I am overreacting.**
- **Speaking up will hurt more than help.**

Small Things Can Create Big Problems

- **Victim blaming**
 - Why are you so defensive?
 - You are hyper-sensitive!
- **Cumulative result**
 - Can be the feeling, if not reality, that bias exists.





What Do I Really Want to Know or Convey?



What Next? - Individually

- **Recognize internal biases**
- **Engage in self-reflection to identify times you may have been micro-aggressive**
- **Keep learning and growing**
- **Avoid making assumptions and labeling**



What Next? - Organizationally

- *Foster inclusive environments*
- *Encourage diversity in the workplace*
- *Celebrate diversity in the workplace*
- *Offer training opportunities on implicit bias, diversity, civility and respect*

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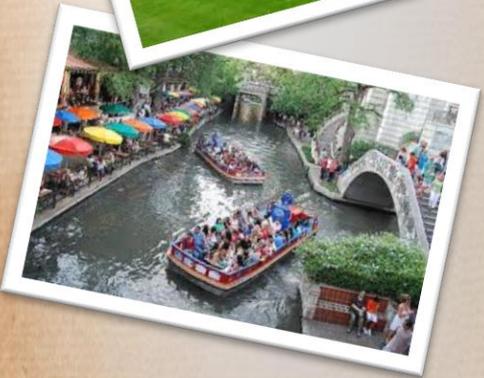


Management Tips

- **Recognize that micro-aggressions occur daily**
- **Foster environment where occurrences can be discussed openly and without retribution**
- **If you realize you committed a micro-aggression, acknowledge and discuss**



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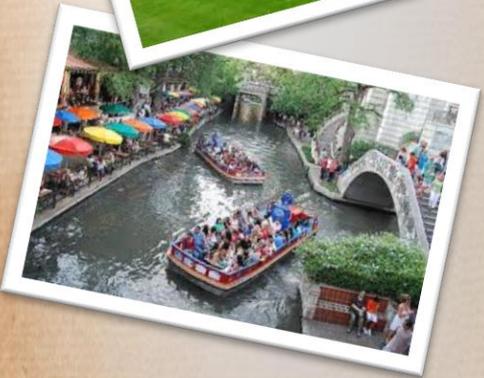


**KEEP
CALM
AND
TAKE A DEEP
BREATH**



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