

MICROAGGRESSION

and the impact on authentic human connection

ADAIR
Consulting

COURSE OBJECTIVES

1

Review: Concepts of Diversity & Implicit Bias

2

Understand: Microaggression Basics

3

Practice: Microaggression in Action

4

Skill: Overcoming Microaggression



PEDERSEN'S DEVELOPMENTAL MODEL

Awareness

Know You Need to Know

Knowledge

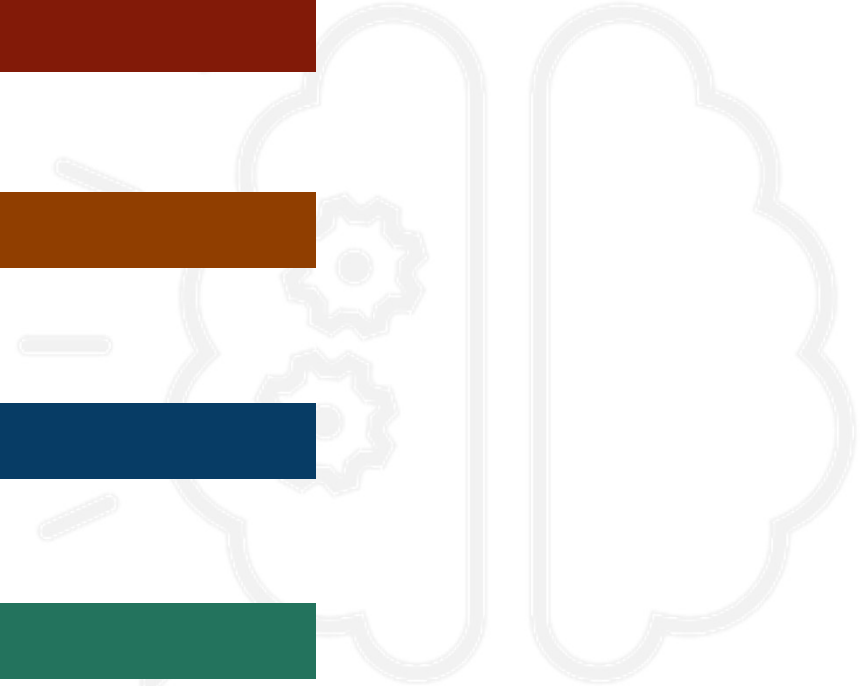
Learn and Question

Skills

Intentional Practice

Attitudes

Growth Mindset



Review

CONCEPTS OF DIVERSITY & IMPLICIT BIAS

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Activity

GET TO KNOW YOUR NEIGHBOR





Adapted from [Gardenswartz & Rowe, Diverse Teams at Work](#) (2nd Edition, SHRM, 2003)

DIMENSIONS OF DIVERSITY

What dimensions of your diversity did you share?

What dimensions didn't you share?
Why do you think that is?

Is there a certain combination of dimensions that you believe defines you the most?

INTERSECTIONALITY

Your Unique Identity

the interconnection of an individual's dimensions of diversity that combine, overlap, or intersect in a way to give a different societal experience or perspective for the individual





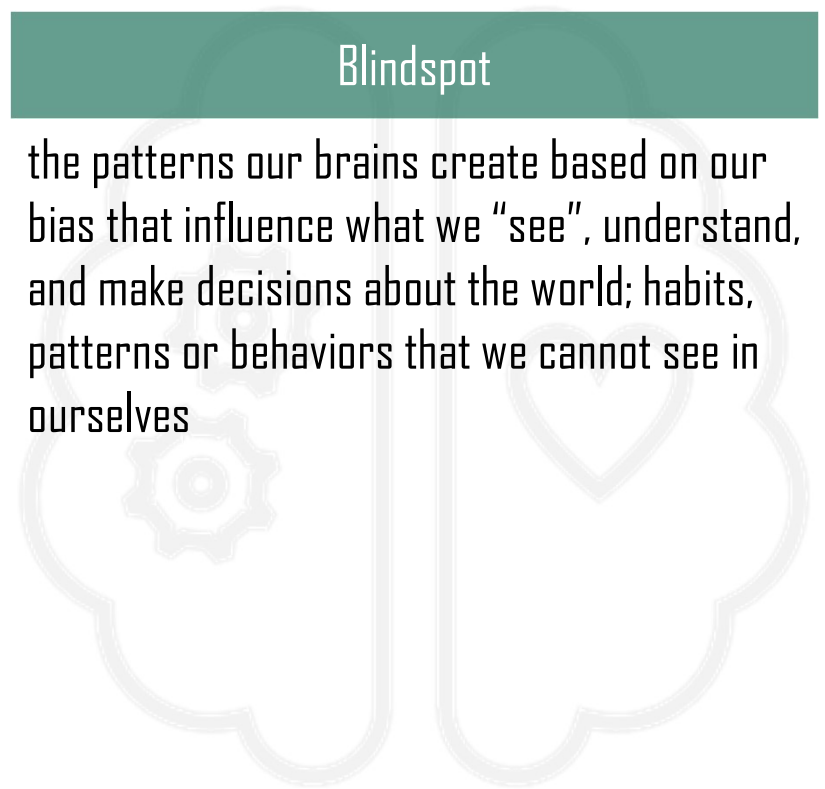
UNCONSCIOUS IMPACTS

Implicit Bias

the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner, which encompass both favorable and unfavorable attitudes and stereotypes, are activated involuntarily and without your awareness or intentional control

Blindspot

the patterns our brains create based on our bias that influence what we "see", understand, and make decisions about the world; habits, patterns or behaviors that we cannot see in ourselves



Understand
MICROAGGRESSION BASICS



MICROAGGRESSIONS

EXPLAINED WITH MOVIES

YouTube: What is the definition of microaggression? | Quartz <https://www.youtube.com/watch?v=crAv5ttax2I> (4m 29s)



MICROAGGRESSION DEFINED

"Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership."

Dr. Derald Wing Sue
Professor of Counseling Psychology
Columbia University

TYPES OF MICROAGGRESSION



Assaults

When a person purposefully behaves or speaks in a prejudiced way or uses offensive symbols.

Insults

Are verbal and nonverbal behaviors that demean a person's identity, and express rudeness and insensitivity.

Invalidations

Are forms of communication that attempt to negate, exclude, or ignore a person based on his or her identity.

IMPACTS OF MICROAGGRESSION

health
concerns

lower professional
performance

lower team
performance

reinforcement
of stereotypes



Practice
MICROAGGRESSION IN ACTION



Activity

SPOT THE MICROAGGRESSIONS



YouTube: Where are you From? | kentanakajapan <https://www.youtube.com/watch?v=crAv5ttax2I> (2m 19s)



Activity
**REAL CONVERSATION,
HIDDEN MICROAGGRESSIONS**

The Ouch Rule

a communication tool to acknowledge the occurrence of a microaggression, giving an opportunity to pause the discussion to address

the intent and impact of the statement in an open and safe way for the speaker, the "oucher", and other listeners



ACTIVITY DEBRIEF

What thoughts or feelings surfaced as you went through the activity?

What did it feel like when an "ouch" was used?

How can you translate this exercise into everyday life?



Skill

OVERCOMING MICROAGGRESSION

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Become a Detective, Look for Patterns,
Be Honest, Build Awareness

Education & Exposure

Intentional Practice, Mindset,
Act with Humility

LEARN YOUR BIAS



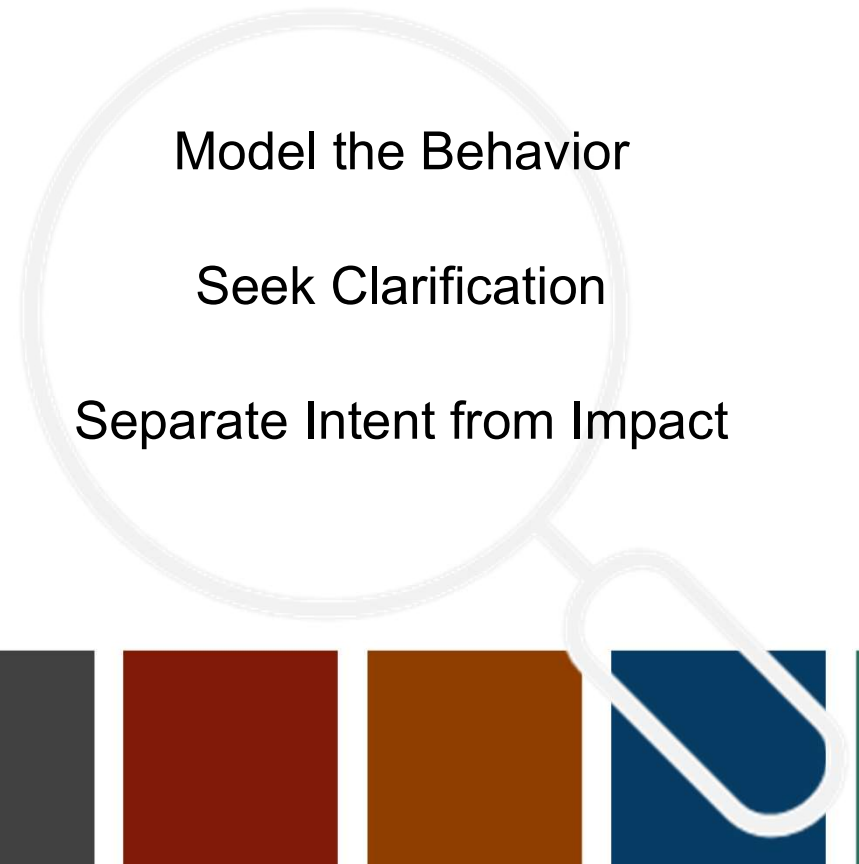
IDENTIFY & ACKNOWLEDGE

Increase your Knowledge

Active Listening

Watch the Nonverbals

Remember, Not just Racial



MODEL BEHAVIOR

Ally

an individual who becomes a collaborator to fight injustice and promote equity in the workplace through supportive personal relationships, open acts of sponsorship, and advocacy

Upstander

someone who sees wrongdoing and acts to combat it; opposite of a bystander



Questions & Thank You!



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