



# MICROAGGRESSIONS

How to Recognize and Effectively Navigate Workplace Microaggressions

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# MICROAGGRESSIONS

- DEFINE MICROAGGRESSIONS
- LEARN HOW TO RECOGNIZE MICROAGGRESSIONS
- HOW MICROAGGRESSIONS MAKE US FEEL
- DETERMINE OUR GOALS
- ACQUIRE TOOLS TO SUCCESSFULLY NAVIAGATE MICROAGGRESSIONS



# MICROAGGRESSIONS

## DEFINITION

Microaggression is a term used for brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.

# MICROAGGRESSIONS

## RECOGNIZING (racial and gender)

- Explicit bias statements
- Implicit bias statements
- Insults
- Stereotyping



# MICROAGGRESSIONS

## GOALS

- Educate
- Empower
- Inspire
- Encourage respectful communication while opposing isms and stereotypes.

# MICROAGGRESSIONS

## TOOLS

- Silence. (*Subject will double down or reflect and reconsider*)
- Brief and direct statement with an exit plan
- Brief and Direct “I” statement with an exit plan
- Clarification followed by one of the above

# MICROAGGRESSIONS

## ROLE PLAY

Recognize → Feelings → Goal → Tool

- Silence. (*Subject will double down or reflect and reconsider*)
- Brief and direct statements with exit plan
- Brief and Direct "I" statements with exit plan
- Clarification followed by one of the above



# MICROAGGRESSIONS



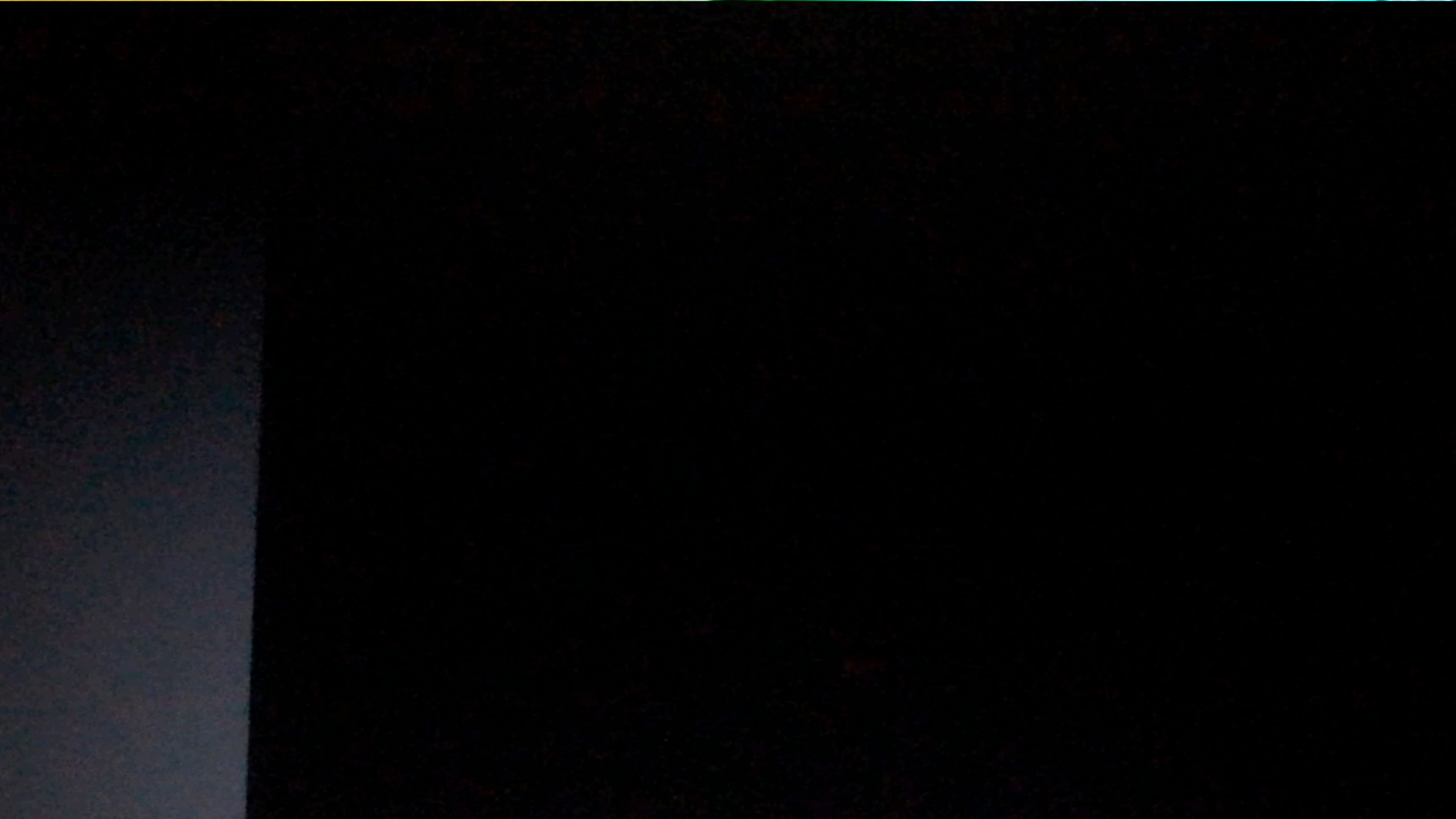
The mission of the social work profession is rooted in a set of core values. These core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- service
- social justice
- dignity and worth of the person**
- importance of human relationships
- integrity
- competence.

# MICROAGGRESSIONS

## SITUATIONAL MICROAGGRESSIONS

- EVALUATING THE COST/BENEFIT
- SHIFTING GOALS



# MICROAGGRESSIONS

## INDIRECT OR GROUP MICROAGGRESSION:

- WHAT IS MY GOAL WHEN I AM NOT THE VICTIM?
- INNOCENT BYSTANDER OR ADVOCATE
- Similar process;
  - Recognize
  - Feelings
  - Goal
  - “I” statements (you are inserting yourself)













**Interview**

A decorative graphic at the top of the slide featuring a gradient of colors: yellow, orange, red, and green, with a black background. The colors are arranged in a wavy, layered pattern that curves across the top of the frame.

# MICROAGGRESSIONS

QUESTIONS ???

COMMENTS!!!