






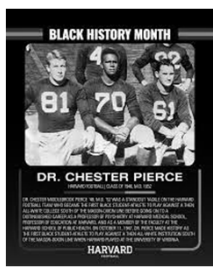


MICROAGGRESSIONS
MICROAGGRESSIONS, ANGER AND RESOLVE

1927 - 2016




BLACK HISTORY MONTH



DR. CHESTER PIERCE
HARVARD

Sesame Street Circa 1969



MICROAGGRESSIONS
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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.

Harmful Effects: Depression, Anxiety, PTSD, Self-Esteem

Mircossaults

Microinvalidations

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RECOGNIZING

- Explicit bias statements (aware and overt)
- Implicit bias statements (unconscious without intent)
- Insults
- Stereotyping

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GOALS

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

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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

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ROLE PLAY

Recognize \rightleftarrows Feelings \rightleftarrows Goal \rightleftarrows 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

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FEELINGS

Angry – Apathetic - Apprehensive - Anxious – Betrayed – Confused – Depressed
Disrespected - Embarrassed – Enraged - Frustrated - Furious – Guilty - Hopeless
Hostile – Hurt - Indifferent - Insulated – Irate - Livid – Mortified – Paralyzed
Powerless - Scarred – Sickened - Unsettled – Vulnerable - Worried

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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

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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)

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QUESTIONS ???
COMMENTS!!!

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• **References**

- University of California Irvine. (2021, March 9). *The Effect of Microaggressions on One's Health*.
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