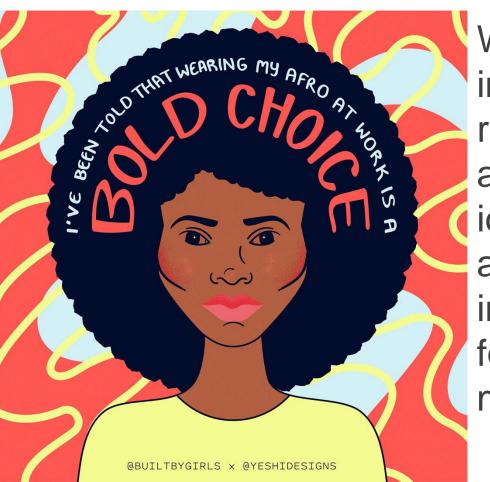
Microaggressions & Microassaults

DR JOAN MYERS OBE, QN
JOAN MYERS CONSULTANCY LIMITED

Racism by another name



We are not immune from having individual, institutional and societal biases associated with race, gender, disability and sexual orientation and the other protected characteristics identified in the Equality Act 2010. These bias are often inherited from our ancestors, institutions and society. The contemporary forms of racism etc is known as microaggressions or micro-assaults.

MICROAGGRESSION:

A TERM USED FOR BRIEF AND COMMONPLACE DAILY VERBAL, BEHAVIOURAL, OR ENVIRONMENTAL INDIGNITIES, WHETHER INTENTIONAL OR UNINTENTIONAL, THAT COMMUNICATE HOSTILE, DEROGATORY, OR NEGATIVE PREJUDICIAL SLIGHTS AND INSULTS TOWARD ANY GROUP, PARTICULARLY CULTURALLY MARGINALIZED GROUPS.



Yeah I still have malaria from the last time someone said something stupid but wellintentioned to me

Three Kinds of Microaggressions

- Microassault verbal attack, name calling, avoidant behavior or purposeful discriminatory actions
- Microinsult an unconscious insult demeaning a marginalized person's heritage or identity
- Microinvalidation communications that exclude, negate, or nullify a marginalized person's thoughts, feelings or experiential reality

RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really from?

You're not like other Muslim people.

> You don't act like a normal Black person.

Why do you sound so White?





What are you?

You speak English so well

What do your people think about that?

You're really pretty, for someone so dark

Your name
is too hard
to pronounce,
can I call
you Mary?



Not pronouncing or spelling an individual's name correctly

Making assumptions about skills/abilities/ temperament of the individual based on stereotypes

Subjecting an individual to more criticism and harder judgement compared to their white counterparts

Interrupting an individual when they are speaking

Continually arranging team social events based around alcohol, thereby making an individual feel unwelcome

People moving away from you or holding their breath when around you

Not giving eye contact when the individual is speaking

Ignoring what you have said/instructed and asking other people for clarity or confirmation

Ignoring individuals in meetings and in the workplace

Dismissing an individual's opinion or perspective

A lack of awareness of personal space and personal boundaries which can lead to uncomfortableness

What does a microaggression look like?

Making assumptions about seniority.
The micro-aggressive assumption
being that the most senior person in
the room is white

1 GENDER

Whistling as a woman walks by. **Message**: You are a sex object. That is, women's appearance is for the enjoyment of men. (Source: Derald Wing Sue)



"Explicit racial derogations" meant to hurt, such as calling somebody "colored" or "Oriental." (Source: Visions, Inc.)

3 MICRO-

Negating the thoughts, feelings, or experiences of a person of color. Ex: "Don't be so sensitive." (Source: Visions, Inc.)

TYPES OF





BLAST 水水水

MICROAGGRESSIONS



EXAMPLES

7 MICROAGGRESSION STATEMENTS

- "You don't sound like a black person."
- "So, like, what are you?"
- "You're really cute for a brown-skinned girl."
- "Why do you sound white?"
- "You're smart for a girl." (Source: Buzzfeed)

5 IMMITATING ACCENTS

Mimicking foreign accents reinforces stereotypes & often mocks groups for struggling with English.



6 ASCRIPTION OF INTELLIGENCE

Assigning smarts based on race or gender. "How'd YOU get into that school?" (Source: Gwen Miller)

DEFINITION

Indirect, subtle, or unintentional discrimination against members of a marginalized group. Hidden messages may "communicate they are lesser human beings, suggest they do not belong with the majority group, threaten & intimidate, or relegate them to inferior status & treatment."

(Source: Derald Wing Sue)

AVOID SAYING. . .

A) "Where are you from?"

Message: You're not American.

B) "You're so articulate."

Message: Your group isn't usually as intelligent as Whites.

C) "I'm not racist; I have several black friends."

Message: I'm immune to racism because I have friends of color.

D) Saying to an Asian person: "Speak up more. You're so quiet."

Message: Assimilate to the dominant culture.

E) "You people..." **Message**: You don't belong. You are lesser. (Source: Wing, et. al., 2007 via U. of Minnesota)





Microaggressions and Microassaults



These forms of bias are often invisible, unintentional and subtle in nature; usually outside the level of consciousness.

They create psychological dilemmas for both parties because it represents a clash of racial realities.

Microaggressions create a hostile and invalidating climate and saps the victims energy and can result in depression, frustration, anger, rage, lost of selfesteem, anxiety and insomnia

Victim Becomes murderer

The serious effects

Murder of/ or suicide by victim

Assault/Challenge victim to suicide

Mobbing, cyber stalking and harassment by groups

Verbal assaults, threats, cyber threats

Put Downs/Intimidating looks, excluding, spreading rumors, name calling

Teasing, "kidding" telling "jokes" targeting physical appearance, disability, race, gender, sexual orientation

RESPECT AND CIVILITY in our Just and Learning Culture



Community and Mental Health Services

We want to empower staff to challenge miscommunication, reduce hurt and always choose civility and a positive culture.

This tool describes some of the characteristics of positive and negative actions and can be used in discussions about behavioural change.

PRESSURE AND FEAR

- Instilling fear
- Verbal aggression
- Physical aggression
- Inappropriate management
- Ill chosen body language

THREATS

- Unfair warning
- Unreasonable demands and/or consequences
- Unreasonable challenges upon clinical reasoning

FINANCIAL SANCTIONS

- Threats of down banding and dismissal
- Withholding/delaying payment – eg. car mileage
- Threat to provide a poor reference

INDIGNITY

- Belittled and undermined individually or publically
- Silent Treatments
- Humiliation
- Disrespect
- Targeted (when already vulnerable)

DO YOU? HAVE YOU SEEN? HAVE YOU EXPERIENCED?

SUPERVISORY ADVANTAGE

- Patronising behaviour
- Constant inappropriate negative feedback
- Withhold necessary instructions
- Taking credit/not giving credit for colleagues work
- Use of 'just a band...'
- Inappropriate delegation

OSTRACISING

- Exclude colleagues from meetings and social gatherings
- Ignoring colleagues 'blanking'
- Excluding from relevant communications
- Move to another premises without due process or consideration

MINIMISE BEHAVIOUR

- Make light of negative behaviour ('that's your perception')
- Saying you are being oversensitive

EXTREME DELIBERATE ACTS

- Creating conflict with colleagues to incite
- 'Ganging' up
- Bringing in others as bullying allies with perceived power

#IWillSpeakUp

RESPECT AND CIVILITY in our Just and Learning Culture

Mersey Care

Community and Mental Health Services

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OPPORTUNITY TO GROW

- Supporting colleagues with professional development
- Timely approval and signoff of payments
- Encouraging colleagues to progress

SUPPORT

- Signposting to appropriate supportive interventions
- Providing constructive feedback
- · Setting realistic targets
- Positive coaching and mentoring

NURTURING PSYCHOLOGICAL SAFETY

- Instilling confidence and trust
- Colleague compassion
- Supporting culture and working relationships
- Positive body language

EFFECTIVE SUPERVISION

- · Empowering behaviour
- Recognising contribution and achievements
- · Sharing relevant information
- · Respecting professional roles
- Fair and equal distribution of work and opportunity

DO YOU? HAVE YOU SEEN? HAVE YOU EXPERIENCED?

DIGNITY

- Praise, recognise and support others
- Include, acknowledge and respect
- · Be courteous and polite
- Humour can be warm, use it the right way

ACTS OF KINDNESS

- Creating harmony for staff to flourish
- Looking out for others
- 'Nipping in the bud' and signposting to support

EMOTIONAL INTELLIGENCE

- Ask how they feel, put yourself in their shoes
- Pause for thought
- Positively reflect and act
- Be more self aware

INCLUSIVENESS

- Ask staff how they are, do something with the response
- Invite colleagues to meetings and gatherings
- Actively listen and ensure everyone is heard

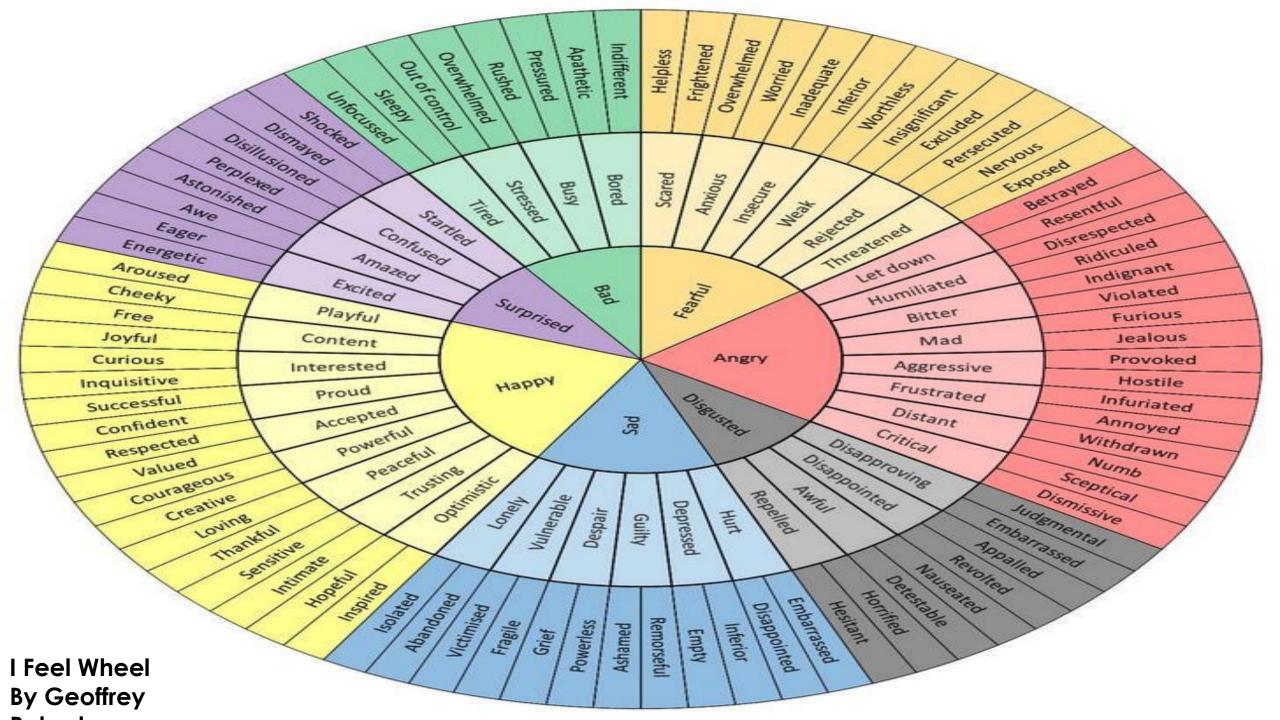


Did that just really happen?

- You have to determine whether the microaggression actually occurred. Self-denial or disbelief
- ► How you react can be a challenge if you react in anger labelled "angry black woman." labelled as oversensitive, paranoid or too emotional
- ▶ Do nothing anger and resentment builds up and damages you
- Do nothing because you don't know how to respond
- Rationalise that there is no point responding because things won't change or it may get worse
- ▶ Rescue or protect the offender "they can't help it, that's just the way they are." or "she did not mean it that way."

Should I respond to this microaggression?

- Ponder the potential risks or consequences of responding or not responding
- ▶ 1. If I respond, could my physical safety be in danger?
- ▶ 2. If I respond, will the person become defensive and will this lead to an argument?
- ➤ 3. If I respond, how will this affect my relationship with this person
- ▶ 4. If I don't respond, will I regret not saying something?
- ▶ 5. If I don't respond, does that convey that I accept the behaviour or statement?



The Four Fs of Actively Reviewing

- ► The four F's of reviewing will help you to review an experience and plan for the future by moving through four levels:
- 1. Facts: An objective account of what happened
- 2. **Feelings:** The emotional reactions to the situation
- 3. Findings: The concrete learning that you can take away from the situation
- 4. **Future:** Structuring your learning such that you can use it in the future

WHAT DO I DO NOW?





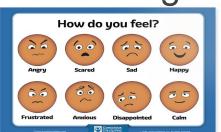






What You need to do?

- 1) State in clear, unambiguous language what you see happening?
- 2) Express what you **think** or what you imagine others might be thinking



3) Express what you **feel** about the situation



4) State what you would like to have happen, your desired outcome



Telephone counselling service

The counselling service provides confidential, brief therapy for work-related issues and personal problems.

Our counsellors can help you with issues such as:

- depression and low mood
- stress and anxiety
- raising confidence and self-esteem

- bullying and harassment
- relationship issues
- bereavement and loss
- effective coping strategies
- work-life balance and self-care.

"I had experienced great distress without any professional support until I engaged in counselling. The counsellor was very good at helping me to see my situation differently, and to be kinder towards myself. It was a big step towards making positive changes."





KeepCalmAndPosters.com

Email: joan@joanmyers.co.uk website:www.joan@drjoanmyers.com

Twitter: @joan_myers