Microaggressions are Not "Micro"
Traditional.
Ancestral.
Unceded.
Presenters

Lilly (she/her)

Elma (she/her)

Who we are and what inspires us?
Intended Outcomes:

1. Raise consciousness, awareness, and understanding of their position as a leader and peer.

2. Inspire deep reflection that would later lead to effective action and allyship.

3. Identify and analyze microaggressions prominent in our communities.

4. Personal growth and community building.
Community Agreement

Listen actively -- respect others when they are talking

Participate to the fullest of your ability and comfortability

Speak from your own experience instead of generalizing

Use trigger warnings if appropriate when asking questions or sharing

Please be respectful of confidentiality. If there are some themes or learning that you want to share please do, but do not disclose any other identifying information.
What are microaggressions?
## Definitions

<table>
<thead>
<tr>
<th>Dr. Derald Wing Sue, Microaggression: More Than Just Race</th>
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<tbody>
<tr>
<td>“Everyday insults, indignities and demeaning messages sent to people of color by well-intentioned white people who are unaware of the hidden messages being sent to them.”</td>
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<table>
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<tr>
<th>Oxford Dictionary</th>
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<td>“A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.”</td>
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<th>Merriam Webster</th>
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<td>“A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority).”</td>
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<th>UBC Ombudsperson</th>
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<td>“Mundane exchanges that communicate hostile, derogatory, or negative messages to individuals based on group membership. They can be verbal, behavioural, or environmental, and include staring, glaring, comments, actions, and gestures.”</td>
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</table>
Who do they effect?

Microaggressions are often directed towards individuals or groups who have been historically marginalized based on:

- Race or Ethnicity
- Gender Identity
- Ability
- Class
- Sexual Orientation
- Religion

Those who identify with multiple of these identities face intersectional experiences of microaggressions.
Why do they effect?

Intention vs. Impact
<table>
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<th>Theme</th>
<th>Microaggression</th>
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| **Alien in own land**      | “Where are you from?”  
“Where were you born?”  
“You speak good English.” | You are not Canadian  
You are a foreigner                                                       |
| When BIPOC are assumed to be foreign-born |                                                                               |                                                                         |
| **Ascription of Intelligence** | “You are a credit to your race.”  
“You are so articulate.”  
Asking an Asian person to help with a Math problem | It is unusual for someone of your race to be intelligent.  
All Asians are intelligent and good in Math / Sciences |
| Assigning intelligence to a person of colour on the basis of their race |                                                                               |                                                                         |
| **Colour Blindness**       | “When I look at you, I don’t see color.”  
“There is only one race, the human race.” | Denying a person of color’s racial / ethnic experiences.  
Denying the individual as a racial / cultural being. |
| Statements that indicate that a white person does not want to acknowledge race |                                                                               |                                                                         |
| **Criminality**            | A White person clutching their wallet as a Black or Latino person passes.  
A store owner following a customer of color around the store. | You are a criminal.  
You are going to steal / You are poor/ You are dangerous  
You do not belong |
| A person of color is presumed to be dangerous, criminal, or deviate on the basis of their race. |                                                                               |                                                                         |

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<td><strong>Denial of Racism</strong></td>
<td>&quot;I'm not a racist. I have several Black friends.&quot;</td>
<td>I am immune to races because I have friends of color.</td>
</tr>
<tr>
<td>A statement made when people deny their racial biases</td>
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<tr>
<td><strong>Myth of meritocracy</strong></td>
<td>&quot;Everyone can succeed in this society, if they work hard enough.&quot;</td>
<td>Poor people of colour are lazy and / or incompetent and need to work harder.</td>
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<tr>
<td>Statements which assert that race does not play a role in life successes</td>
<td></td>
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<tr>
<td><strong>Second-class citizen</strong></td>
<td>Being ignored at a store counter as attention is given to the White customer behind you</td>
<td>&quot;Whites are more valued customers than people of color&quot;</td>
</tr>
<tr>
<td>Statements that indicate that a white person does not want to acknowledge race</td>
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<td><strong>Environmental microaggressions</strong></td>
<td>Television shows and movies that feature predominantly White people, without representation of people of colour</td>
<td>You are an outsider / You don’t exist</td>
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<td>A person of color is presumed to be dangerous, criminal, or deviate on the basis of their race.</td>
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Categories of Microaggressions

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<tr>
<th>Microassaults</th>
<th>The most explicit forms of microaggressions and entail intentional use of derogatory language or actions directed towards a person of colour. Example: Mocking an racialized individual for their accent.</th>
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<td>Microinsults</td>
<td>Involves implicit discriminatory comments that indirectly reinforce racial hierarchies or stereotypes. Example: implying that a person of colour got a job due to diversity requirements</td>
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<tr>
<td>Microinvalidations</td>
<td>Explicit and implicit language or behaviors that deny marginalized groups of their lived experiences with discrimination. Example: making a comment about how sensitive a person of colour is to racist behaviours/languages</td>
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</table>
Can you name an example (something you can imagine, have observed, have experienced etc.) of a microaggression?
Microaggressions against minority communities

Studies suggest that microaggressions happen in almost 30% of college classrooms (Suárez Orozco et al., 2015).

A study by Center Health Journalism stated that microaggressions lead to worse health outcomes for marginalized communities commonly referred to as “death by a thousand cuts” microaggressions have been empirically tied to the persistence of depression and traumatic stress.

They can happen in both face-to-face and online classrooms (Clark, Werth, & Ahten, 2012).

College students of colour experienced an average of 291 microaggressions over 90 days (WWEST Infographic).
Can’t people just get over it?

No.

Micro Aggressions
What effects do microaggressions have and why does this matter?
Recognizing & Responding to Microaggressions

Understand the definition(s)

Evaluate the implications

The context of the relationship and situation is *critical*. 
Responding to Microaggressions

When you are the target:

1. Protect your energy.
2. Assume offense might not be the intention.
3. Focus on the microaggression rather than the microaggressor - explain how it could be interpreted
4. Ask a thoughtful question to initiate reflection
5. Explain how they can do better
6. Look for allies
Responding to Microaggressions

When you are a bystander:

1. Evaluate the situation and context before intervening
2. Focus on the microaggression rather than the microaggressor and explain how it could be interpreted
3. Ask a thoughtful question to initiate reflection
4. Explain how they can do better
5. Follow up to check in on the victim and perpetrator of the microaggression
Responding to Microaggressions

When you say the microaggression:

1. **Breathe**
2. **Do not** be defensive
3. Acknowledge the person's hurt feelings and apologize
4. Listen to what they have to say
5. **Reflect**
A university student studying engineering who is about to graduate has secured their dream job. In a conversation with 2 students in the same cohort, someone comments that they must’ve gotten that job because of an equity and inclusion mandate recently put out by the company.
You are in lecture for a elective course and you sit beside a black woman who you met in a club.

You notice that when she puts up her hand the professor consistently answers the hands of other students even if they have already recently asked questions.

When they finally call upon her raised hand the professor mispronounces her name and she responds by correcting them.

Multiple lectures and corrections later, the professor is still mispronouncing her name - and one time mistakes her for another black women who sits on the other side of the lecture hall.
What can you do as an Ally

Microresistance

“Daily efforts to challenge the status quo”

These efforts collective and individually help empower those experiencing microaggressions and allies to cope with respond to and challenge microaggressions

Actions:

Reach out: Come to workshops like this!

Read: White Fragility by Robin DiAngelo, How to Be an Antiracist by Ibram X. Kendi

Listen: Create safe spaces for conversations about race, gender, gender identity, ability, or sexual orientation with your peers

Reflect: Think about your position in society and how that influences the way you interact around you.
What can you do as an Ally

Microaffirmations

"tiny acts of opening doors to opportunity, gestures of inclusion and caring, and graceful acts of listening" – Mary Rowe

These are the OPPOSITE of microaggression, they assists those feeling alienation as a result of practices such as microaggressions channel a sense of empowerment and belonging

Actions:

Recognizing the achievement of others; give credit where credit is due

Ask someone to share insight actively listen and ask thoughtful questions

Include others by inviting them to events, sharing knowledge of opportunities

Offer support - stand up for people when they are in need of an ally
Reflection

What have you learned from this workshop?
If you have learned some of this information before, what did you already know?
If you are still unclear about some of the topics, which ones are they?
Any additional thoughts?
Thank you for staying with us.

Together, we will continue to learn and grow to practice active allyship and understand that this journey of learning is continuous and lifelong.
For further education:
BLM Website: https://blacklivesmatter.com/
White Awake: https://whiteawake.org/self-education/themes-and-resources/
Black resources, stories and voices (compiled by black activist Charles Preston):
https://drive.google.com/drive/folders/0Bz011IF2Pu9TUWlxVVxybGJ1Ync?usp=sharing
White Privilege and Personal Experience:
https://www.racialequitytools.org/resourcefiles/mcintosh.pdf
BC Human Rights Commissions:
MIT Bystander Intervention Resources:
http://web.mit.edu/bystanders/strategies/index.html
Sociology of Racism study by Matthew Clair and Jeffrey S. Dennis:

Instagram pages to follow:
@blklivesmatter
@blackatUBC
List of BIPOC owned businesses

JEWELRY:

Devī Arts Collective: Responsible and ethical jewelry at an affordable price. The creator Bayoush Mengesha is a creative and innovative entrepreneur that uses ethically sourced materials to create a wide variety of earrings, necklaces, bracelets and more.

SKINCARE

Satya: Satya Organic Skin Care sells steroid-free, soothing organic products for eczema, dryness, itch and inflammation on the skin. Founder Patrice Mousseau, member of the Fort William First Nations created NPN approved, certified USDA organic five-ingredient products to provide non-toxic and fragrant free alternatives to those dealing with skin irritation.

Skywálwen

Skywálwen Botanicals is an Indigenous owned small-batch botanical skincare line that incorporates knowledge of traditional Skwxwú7mesh (Squamish) plants into their products. The products all come with a name that coincides with the place it came from in Squamish.

EATING:

- Mr. Bannock: Mr. Bannock Indigenous Cuisine is a food truck which brings exceptional fresh flavours of traditional Coast Salish foods with an Indigenous street food twist. Mr. Bannock also partners with other Indigenous run businesses to provide products such as Spirit Bear Coffee and One Arrow Meats. Popular menu items include bannock taco, Cinnamon brown sugar bannock, Bannock eclairs, bannock burgers, as well as coffee.

Beetbox: Beetbox is a vegan plant based Black owned restaurant that provides healthy comfort food. At an affordable price the restaurant offers plant based burgers, sandwiches, and hearty bowls of goodness. You can also get a side of chili cheese fries, onion rings, and so much more!

Juke Fried Chicken

Juke Fried Chick is a Black owned restaurant in Chinatown that serves a delicious variety of fried chicken dishes. Some of the most popular menu items include fried chicken sandwich, fried brussel sprouts, and ranch slaw.

Elbo Patties

Black owned business, Elbo Patties provides delicious homemade Jamaican patties. The patties include a wide variety from mushroom, to beef, to chicken, or even a delicious garden chili. Patties are sold frozen and require pick up at 1370 east Georgia st.
References


We would like your feedback

https://ubc.ca1.qualtrics.com/jfe/form/SV_efgTBU0De8wlkCG