“But I didn’t mean it like THAT”

Intent vs. Impact

Robyn Eichorn
Learning Outcomes

• Ability to understand microaggressions, language used, and be able to identify their presence online and in person.

• Ability to use cultural humility to understand one’s own privileges and how to ensure they are not unintentionally oppressing others.

• How to intervene and educate peers on their use of microaggressions.
What is a “Microaggression”?

Microaggressions are “brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color” ([Derald Wing] Sue, et al., 2007, p. 271).
Types of Microaggressions

• Microassaults: intentional
• Microinsults: nonverbal, verbal
• Microinvalidations: nullifying/ignoring feelings of others
Critical Race Theory: The Foundation

- Movement of scholars and activists to determine relationships between race, racism, and power
- Identifying race-based treatment and attitude
- Portrayal of people of color in media, literature, etc.
- Understanding intersections of identity
MICROAGGRESSIONS EXPLAINED WITH MOVIES
Effects of Using Microaggressions

• Internal/Self:
  • Low intelligence of cultural humility
  • Perception of racism is skewed
  • Severance from diverse relationships

• External/Peer:
  • Feeling of ridicule/invalidation due to cultural beliefs or physical appearance
  • Desire to separate oneself from background/culture
  • Confusion or loss of identity
“How Do I Know if I am Using Microaggressions?”

• Non-verbal
  • Changing course of action due to an aspect of another’s identity

• Verbal (If it fits in “you _____ for a _____”)
  • Backhanded compliments
  • Undermine part(s) of a person’s identity (race, gender, culture, etc.)
MICROAGGRESSIONS AGAINST WHITE PEOPLE?

MTV NEWS DECODED
How to Support Students and Peers

- Ask individual using the language to repeat themselves
- Challenge inappropriate language
  - Provide example of why language is inappropriate
- Advocate for targeted individual(s)
- Respect and practice their preferred language
  - Example: gender pronouns
- Have a conversation with the supervisor or HR regarding behavior/language
Activity: Spotting Microaggressions

• Relevancy to medium (photo, video, tweet, etc.)

• Is it using oppressive language, images, or both?
  • Why is it “wrong”?
  • Why would someone not understand why it is inappropriate?

• How can we reduce the impact/spreading of this post?
When you get the cops called because a 'Hispanic-looking woman & black man with a suspicious white truck & camera' are near a school 😂
“What are you mixed with?”
“My mom and my dad”
“Why are you upset? Is it that time of the month again?”
“Pretty… for a big girl.”
Ashley Graham, TEDTalks
Rousey gotta just go home and start a family

“Rousey gotta just go home and start a family.”
Importance of Understanding and Educating

• Learning takes place when the subject is made to seem meaningful to the learner
• Best learning occurs in non-threatening environments
• Practice what you preach
• Self-evaluation heightens awareness and reliance of knowledge
How to Intervene and Educate

• To question or not to question? Evaluate situation and environment.
• Model behavior
• Share a personal learning experience
• Put yourself in the position of the marginalized group
Case Study
Concluding Notes and Questions
References


http://rorablue.com/handlewithcare

https://www.youtube.com/watch?v=xAgawjzimjc (Ashley Graham, TEDTalks)


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http://academicaffairs.ucsc.edu/events/documents/Case_Studies_2014_10_16_Final.pdf University of California Santa Cruz

http://www.microaggressions.com/