

Inspiring Change, LLC
One Conversation at a Time


IDENTIFYING AND UNDERSTANDING IMPLICIT BIAS PART II

Define and identify microaggressions

Discuss the impact of microaggressions

Identify ways to depower and respond to microaggressions

Showing up as an aspiring ally!



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RACIAL MICROAGGRESSIONS


Microinsults

- Convey insensitivity, are rude, or demean an individual's identity or heritage.

Microinvalidations

- Exclude, negate, or nullify an individuals' thoughts or feelings.





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RACIAL MICROAGGRESSIONS

Microassaults

- "Old-fashioned racism"
- Uncommon
- Deliberate, conscious, and explicit
- Intention is to hurt, oppress, or discriminate (Dovidio & Gaertner, 2000)

Examples:

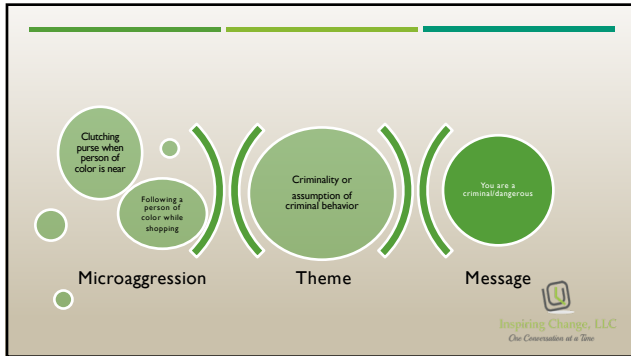
- Refusing service to because of sexual orientation
- Displaying the hood of the Ku Klux Klan

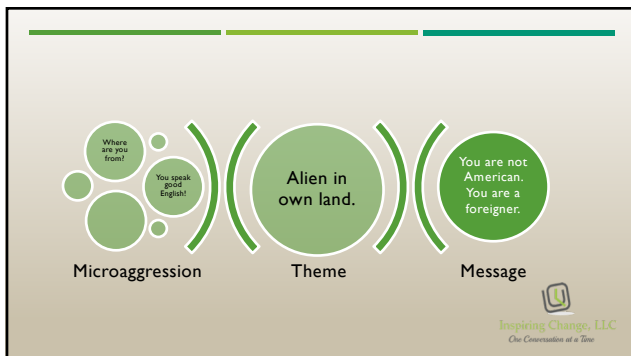


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Type	Microaggression	Message
Religion	"You don't look Jewish!"	All Jewish people look
	Christmas decorations in public places.	Christianity is the most important and dominant religion.
Class	That's ghetto	Poor is associated with negative/undesirable characteristics
Gender	A female CFO receives emails that address her as 'sir'	It is unlikely for a female to have a position associated with math.
Sexual Orientation	"I like you, but why do others have to shove it in our faces?"	The LGBTQ experience is offensive and abnormal.





UNSPOKEN MICROAGGRESSIONS

- Being followed by store security as you shop.
- Having other people repeatedly served ahead of you while you wait in line at the deli.
- Frequently interrupting a young female colleague in a meeting.
- Having a pedestrian clutch their purse close to them as you walk by.

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SEXUAL ORIENTATION MICROAGGRESSIONS

Oversexualization

- Immediately associating sexual orientation with sexual acts

Homophobia

- Assumption that homophobia is contagious

Heterosexist language/terminology

- Words/phrases that associate gay identity with something negative

Sinfulness

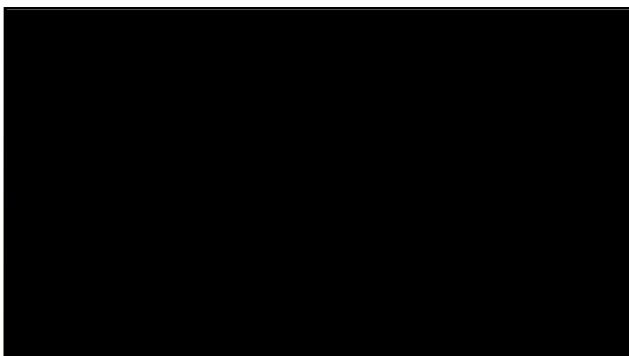
- Belief that any non-heterosexual orientation is morally deviant and wrong

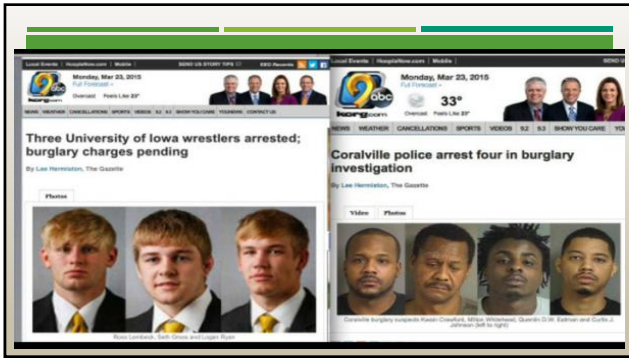
(Platt & Lenz, 2013)

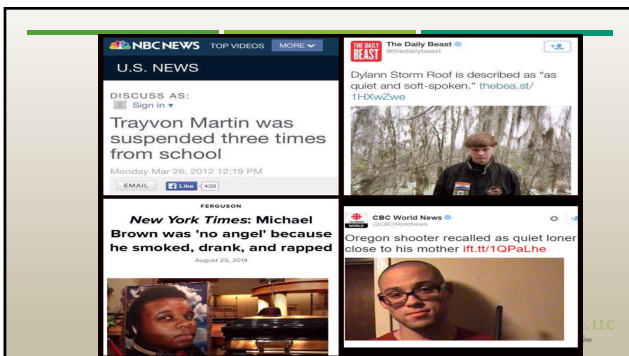
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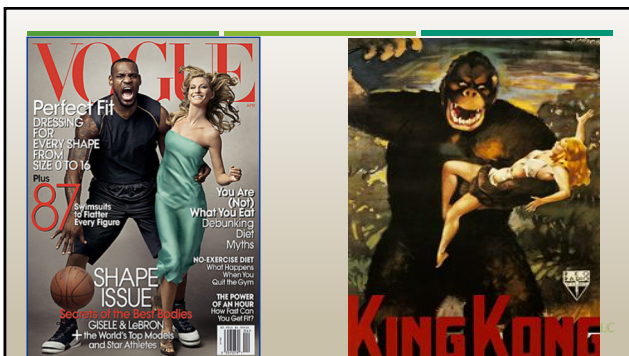


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THE PRICE OF STEREOTYPING BLACK MEN



"But my immediate reaction was... I asked, did she know who it was? No. What colour were they? She said it was a black person. I went up and down areas with a cosh, hoping I'd be approached by somebody - I'm ashamed to say that - and I did it for maybe a week, hoping some black bastard would come out of a pub and have a go at me about something, you know? So that I could kill him." - *Liam Nelson*



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AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest-deep flood water after getting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it hit the Gulf Coast.

[Email Photo](#) [Print Photo](#)

RECOMMEND THIS PHOTO - Recommended Photo
Recommend It Average (150 votes)
★★★★★



AFP 3:47 AM ET

Two residents wade through chest-deep water after feeding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graydon)

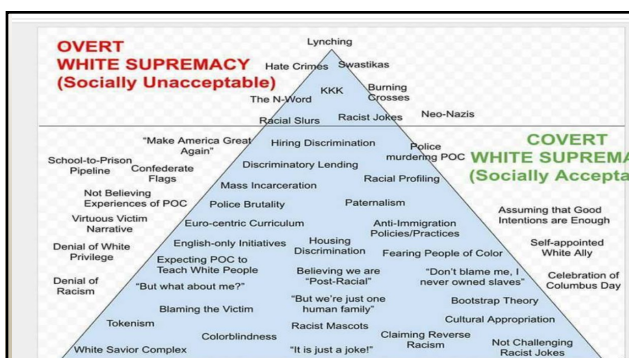
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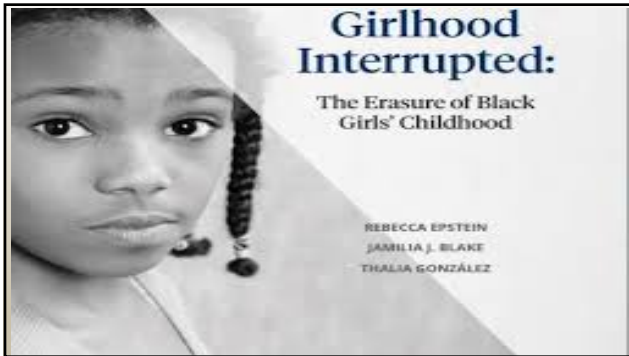
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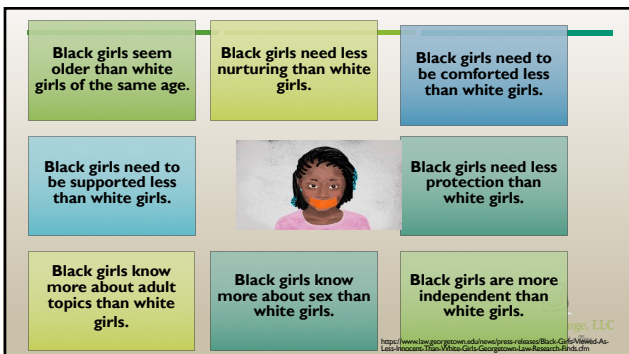
RELATED

• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

[Hurricanes & Tropical Storms](#)









INTENT VS. IMPACT

- Microaggressions may be intentional or not
- The effect on the receiver is what matters
- ***Frequent, painful, and cumulative***



WHY DO WE SAY/DO THEM?

- Because we're human
- Internalized or Unconscious Bias
- Ignorance
- Prejudice
- Provocation



WHAT CAN WE DO TO AVOID MICROAGGRESSIONS?

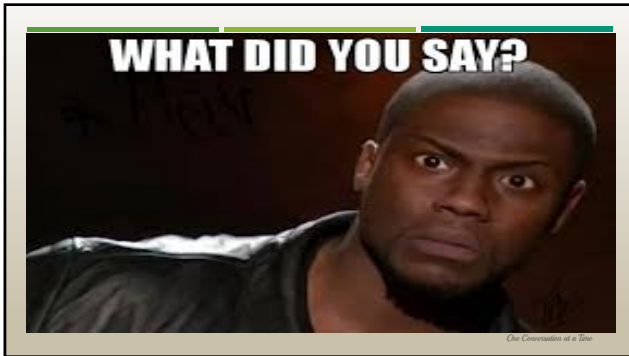
Individuals

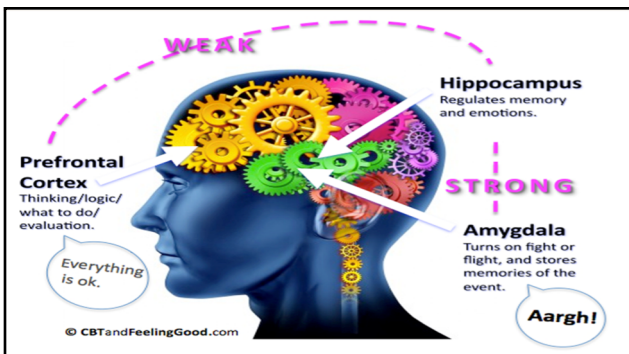
- Recognize the harm
- Engage in self reflection
- Participate in learning
- Avoid making assumption
- Avoid labeling individuals

Institutions

- Foster inclusive and supportive environments
- Collaborate with others doing diversity and inclusion work
- Offer opportunities for learning











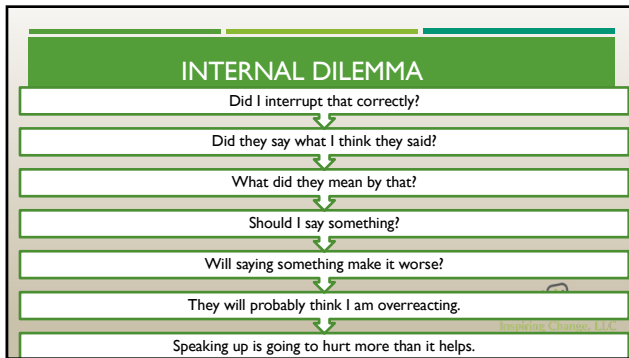
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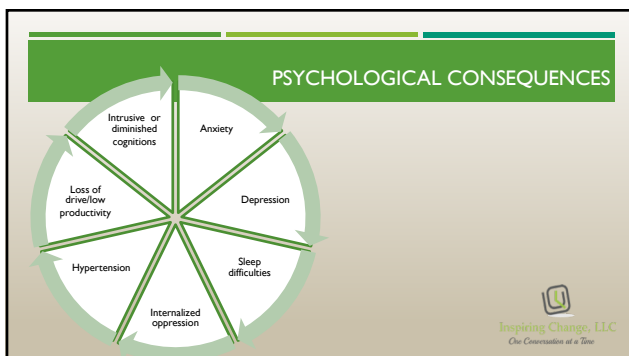
When we sense danger we go into survival mode and... Flight, Fight or Freeze!

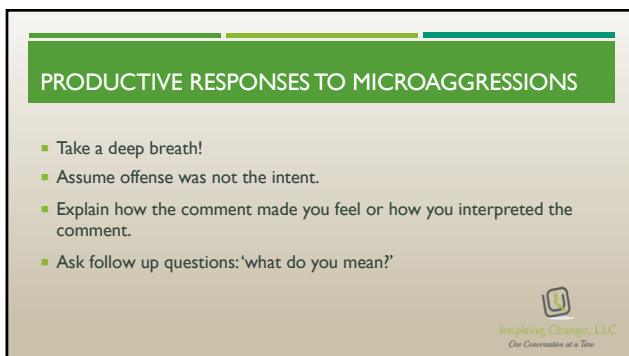



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The Conversation of a Day







WHAT DO TO WHEN DENIAL IS PRESENT.

Ask yourself:

- Will further conversation will be beneficial AND productive?
- What is my current level of stress?
- Am I able to respond non-emotionally?

If you decide to discuss further:

- Take a deep breath!
- Reiterate that you are not blaming the person, only expressing the way the comment/action made you feel.
- Explain that instances occur daily and others have made similar comment/actions.
- Be open to their input and expression of their feelings. Bank.B.M. (2015)



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WHAT TO DO WHEN SOMEONE POINTS OUT A MICROAGGRESSION YOU CREATED....

- Listen with full attention.
- Don't try to defend or respond right away
 - Take deep breaths
 - Acknowledge your own feelings
- Your mistakes don't define you!
 - How you respond do!
- Prioritize: IMPACT over intent
 - Apologize for real!



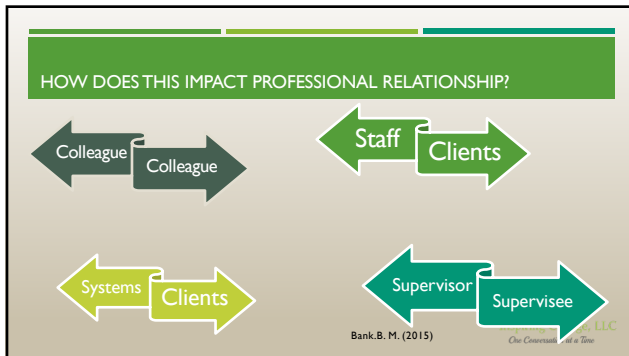
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WHAT TO DO WHEN SOMEONE POINTS OUT A MICROAGGRESSION YOU CREATED....

- I really appreciate you telling me this!
- I'm sorry my words and actions made you feel that way.
- I wanted to go back to what I said earlier, I think I said something wrong...can we talk?



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CULTURAL HUMILITY

- An **ongoing process** by which *individuals* and *systems* respond respectfully and effectively to people of all cultures, languages, classes, races, sexes, ethnic backgrounds, religions, sexual orientations, abilities and other diversity factors “in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of each.”

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CULTURAL RESPONSIVENESS

- **"Cultural responsiveness** is the ability to learn from and relate respectfully with people of your own **culture** as well as those from other **cultures**."

<http://educationnorthwest.org/equity-assistance-center/our-priorities/culturally-responsive-practices>



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CULTURAL HUMILITY MODEL

- Having a sense that one's own knowledge is limited as to what truly is another's culture (hook et al. 2013)
 - Other oriented rather than self-focused
 - Respect for others
 - Lack of superiority
 - Entertaining hypotheses rather than drawing conclusions



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PRACTICING CULTURAL HUMILITY

- A**sk questions in a humble, safe manner
- S**eek self-awareness
- S**uspend judgment
- E**xpress kindness and compassion
- S**upport a safe and welcoming environment
- S**tart where the survivor is at



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ALLY OR ACCOMPLICE?



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WEBSTER'S DEFINITION OF ALLY

...to unite or form a connection or relation between.




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ORC 2923.03 COMPLICITY

...aid or abet another in committing the offense.

Whoever violates this section is **guilty of complicity** in the commission of an offense, and shall be **prosecuted and punished** as if he were a **principal offender**.



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ASPIRING ALLY FOR SELF-INTEREST

SELF

Other

<https://gradschool.princeton.edu/diversity/diversity-education/aspiring-ally-identity-development>



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ASPIRING ALLY FOR ALTRUISM

Self

Other

<https://gradschool.princeton.edu/diversity/diversity-education/aspiring-ally-identity-development>



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ASPIRING ALLY FOR SOCIAL JUSTICE

SELF

Other

<https://gradschool.princeton.edu/diversity/diversity-education/aspiring-ally-identity-development>

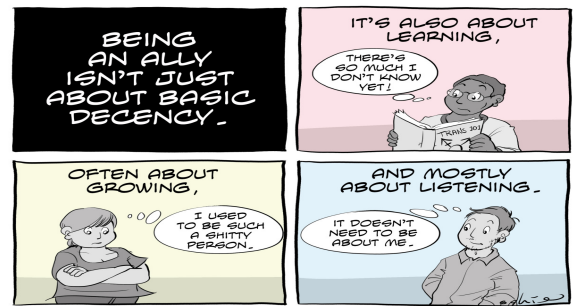


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Actor	Ally	Accomplice
<ul style="list-style-type: none"> Actions don't disrupt the status quo Don't explicitly name or challenge privilege 	<ul style="list-style-type: none"> A verb: requires action Challenges institutionalized oppression Provides education to agents 	<ul style="list-style-type: none"> Directly challenges institutionalize oppression by blocking or impeding people, policies and structures Realize that are freedoms and liberations are bound Actions are informed by and directed by target populations


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BEING AN ALLY ISN'T JUST ABOUT BASIC DECENCY.

IT'S ALSO ABOUT LEARNING,

OFTEN ABOUT GROWING,

AND MOSTLY ABOUT LISTENING.


THANK YOU

I USED TO BE SUCH A SHITTY PERSON.

IT DOESN'T NEED TO BE ABOUT ME.

BEING AN ASPIRING ALLY

- A person whose commitment to dismantling oppression is reflected in a willingness to do the following:
 - Educate oneself about oppression
 - Learn from and listen to people who are targets of oppression
 - Examine and challenge one's own prejudices, stereotypes, and assumptions
 - Let go of being the 'expert'


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BEING AN ASPIRING ALLY

- Work through feelings of guilt, shame, and defensiveness to understand what is beneath those feelings and what needs to be healed
- Learn and practice the skills of challenging oppressive remarks, behaviors, policies, and institutional structures
- Act collaboratively with members of the target group to dismantle oppression



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AN ASPIRING ALLY IS SOMEONE WHO...

- Doesn't think of people as 'my gay or black friend'
- Is an ally to fight against sexism and racism, as these issues intersect
- Creates an atmosphere of acceptance and respect
- Acknowledges and takes responsibility for one's own prejudice and privilege



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HOW ARE YOU SHOWING UP AS AN ASPIRING ALLY OR ACCOMPLICE?



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ALLEY AND BYSTANDER INTERVENTION

- Bystanders are individuals who witness emergencies, criminal events or situations that could lead to criminal events and by their presence have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- •In the context of this program, pro-social bystanders are individuals whose behaviors intervene in ways that impact the outcome positively



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BYSTANDER RESPONSIBILITY

- Why have you/would you intervene in a situation?
- What haven't you/wouldn't you intervene in a situation?



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BECOMING AN ACTIVE BYSTANDER

- Notice that a microaggression has taken place
- Decide that something needs to addressed
- Speak out



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STRATEGIES FOR SPEAKING OUT

- Use humor
- Ask questions that invite discussion
 - Bring clarity to the person's intentions
 - Questions can open up dialogue where the person feels heard rather than shut down
- State that you are uncomfortable
 - Others might chime in
- Use I statements



CONTEXT MATTERS WHEN INTERVENING

- Safety
- Self-preservation
- Power dynamics
- Your personal values and priorities



WAYS TO SHOW UP...

- Do amplify (online and when physically present) the voices of those without your privilege
- Donate money to organizations with an explicit racial justice mission
- Use economic capital to support businesses owned by target populations
- Participate in organizations that engage white people to advance racial justice
- Conduct anti-oppression and privilege trainings in spaces with primary privileged individuals



THE DON'TS

- **Do not** expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- **Do not** participate for the gold medal in the Oppression Olympics
- **Do not** behave as though you know best
- **Do not** take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- **Do not** assume that every member of a marginalized group feels oppressed



THE DO'S


- **Do** be open to listening
- **Do** be aware of your implicit biases
- **Do** your research to learn more about the history of the struggle in which you are participating
- **Do** the inner work to figure out a way to acknowledge how you participate in oppressive systems
- **Do** the outer work and figure out how to change the oppressive systems
- **Do** amplify (online and when physically present) the voices of those without your privilege




AT YOUR AGENCY:

- Conduct annual diversity survey
- Continue the conversation through all levels of the organization
- Allow space for the work to happen
- Develop equity primes
- Take a dive into who your agency is serving: Women of Color Network 3- Tier Toolkit






“ I will not call myself an ally. Instead, I will try to live my life in such a way that others will call me one.”-some guy on Twitter




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NEXT STEPS

- What is one action you can take in your personal life that will support moving towards a society that is free from 'isms'?
- What is one action you can take in your organization that will support a more equitable organization for all clients?




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When we **spea**k we are afraid our words will not be heard or welcomed.
But when we are **silent**, we are still afraid.
So it is better to speak.

— Audre Lorde —

AZ QUOTES



Remember that...
Anti-Oppression is life long work.




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A portrait of Teresa M. Stafford, a woman with dark hair, smiling, wearing a red blazer and a necklace. The background is dark.
