

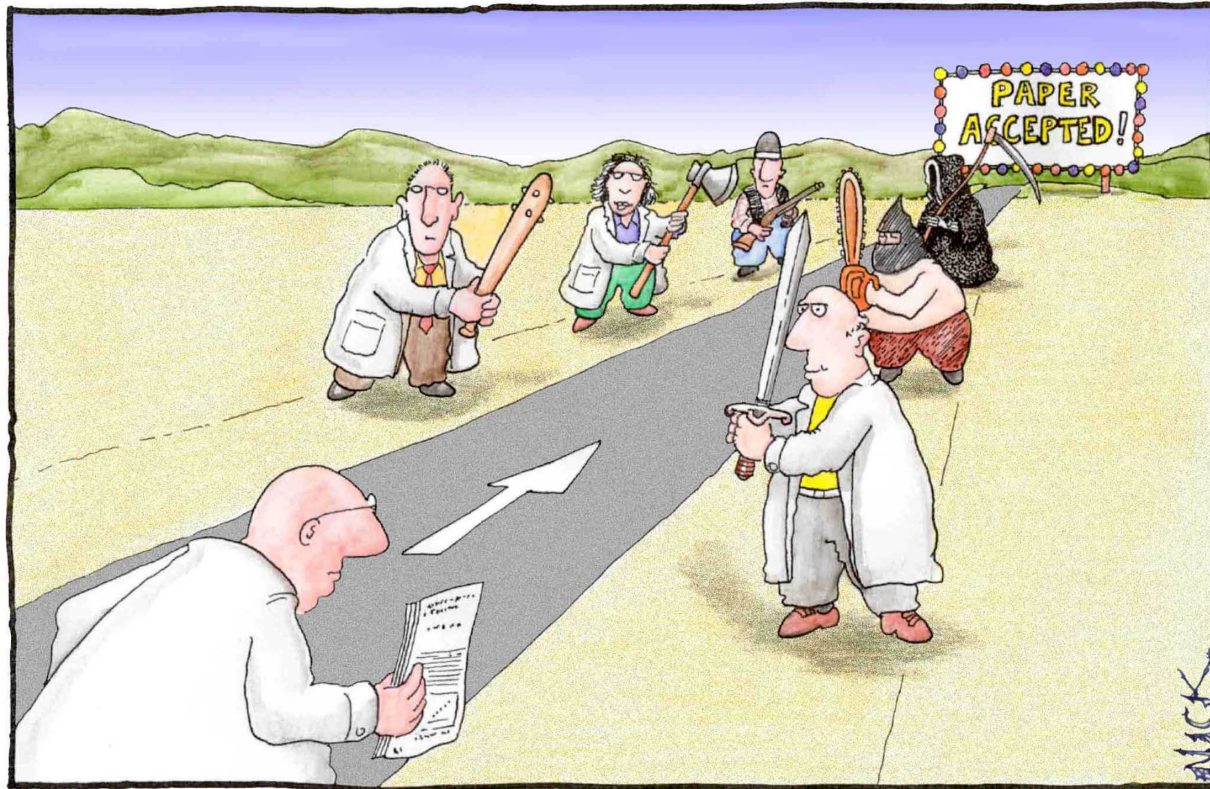
Managing Microaggressions

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Ground rules:

- ▶ We will be discussing potentially sensitive material in this module.
- ▶ This is a safe environment where we should feel free to express ourselves and our opinions.
- ▶ Please be respectful of others.
- ▶ If you are uncomfortable with how something is presented or something I've said, please feel free to let me know so we can work towards positive change.

Science promotes antagonistic interactions



Most scientists regarded the new streamlined peer-review process as 'quite an improvement.'

Critiques are meant to **EMPOWER**,
not degrade

SUBMISSION



PUBLICATION

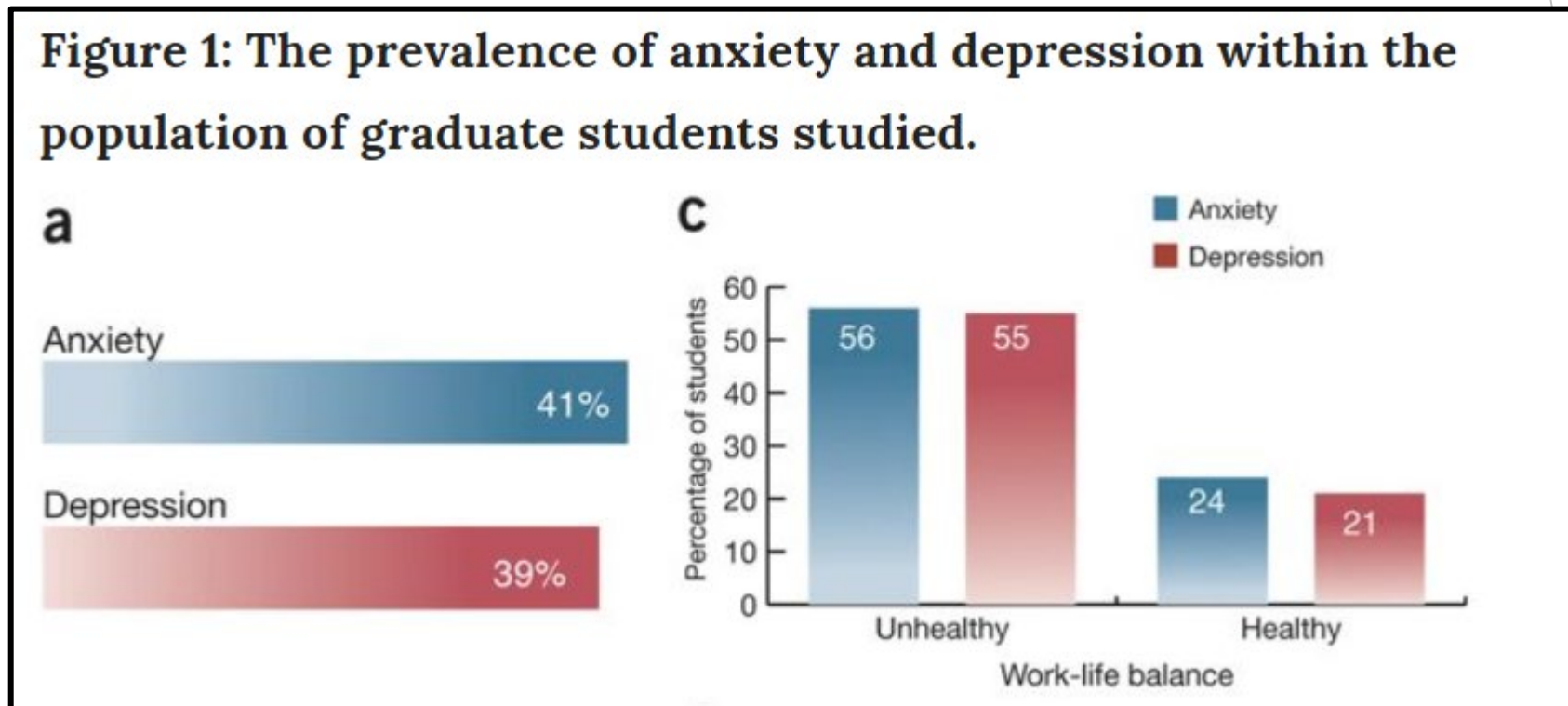


disneyscreencaps.com

VS



Stress-induced problems are increasingly recognized as important issues in STEM



Evans et al. 2018. *Nature Biotechnology*

Impacts on self value come from many different directions



Bias is an important influence

- ▶ **Microaggression:** a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group

Examples of microaggression

- ▶ “This paper reads like a woman’s diary, not like a scientific piece of work.”
- ▶ “You’re very pretty for a scientist.”
- ▶ “The author should have consulted a native English speaker,” or “I didn’t learn anything because the teacher can’t speak English.”
- ▶ “That’s so gay!”

Steps to take when confronted with microaggression

1. Did a microaggression occur?
2. Should I respond?
3. How should I respond?

1. Did a microaggression occur?

- ▶ Sometimes critique can be blunt and feel hurtful. Was the critique about the work or the person?
- ▶ Is there repetition in the potentially aggressive behavior?
- ▶ Is the potential aggressor treating the subject differently from others?

1. Did a microaggression occur?

If you're not sure:

- ▶ Ask someone who was there
- ▶ Describe the situation to someone you can trust
- ▶ Trust your experience

Steps to take when confronted with microaggression

1. Did a microaggression occur?
2. Should I respond?
3. How should I respond?

2. Should I respond?

- ▶ Is responding safe?
- ▶ Will the person react defensively, and how might the relationship be damaged?
- ▶ Will I regret not responding, and could this convey acceptance of the behavior?

Steps to take when confronted with microaggression

1. Did a microaggression occur?
2. Should I respond?
3. How should I respond?

3. How should I respond?

- ▶ Passive aggressive - hope the perpetrator gets the message
- ▶ Proactive - vent frustrations
- ▶ Assertive - begin a dialogue

3. How should I respond?

SEEK SUPPORT!!!

I committed a microaggression. Now what?

- ▶ We all commit microaggressions
- ▶ Recognize, apologize, try to do better
- ▶ Failure to own up can be a microaggression

How can I stop myself from committing microaggressions?

▶ LISTEN

▶ LEARN

▶ APPLY

SCENARIO 1

- ▶ Your female labmate confides in you that she is increasingly frustrated with her advisor. She is trying to focus on research, but is constantly being assigned tasks like taking notes during important meetings, getting coffee for morning functions, and cleaning up after lab-hosted events, far more than any of your male labmates.
- ▶ What do you do?

SCENARIO 2

- ▶ You are taking a class taught by a lecturer whose first language is not English. Two of your friends in the course are discussing how they are likely to fail the course, and are going to write in their student evaluations how it was impossible to learn anything in the class because the instructor can't speak proper English.
- ▶ What do you do?

SCENARIO 2 TAKE 2

- ▶ You are taking a class taught by a lecturer whose first language is not English. Two of your friends in the course are discussing how they are likely to fail the course, and are going to write in their student evaluations how it was impossible to learn anything in the class because the instructor can't speak proper English.
- ▶ What if the two discussing this were strangers sitting behind you?

SCENARIO 3

- ▶ You are talking among friends about otters when Friend 1 of European descent mentions otters are “totally my spirit animal.” Friend 2, who is openly Native American, angrily accuses Friend 1 of cultural appropriation. Friend 1 attempts to defend their position, and things are getting heated.
- ▶ What do you do?

Resources are available!

- ▶ Student Diversity Programs and Services
- ▶ Student Resolution Center
- ▶ Health Network
 - ▶ Counseling Services
 - ▶ Mental and Emotional Health [website](#)

Questions/Thoughts?

