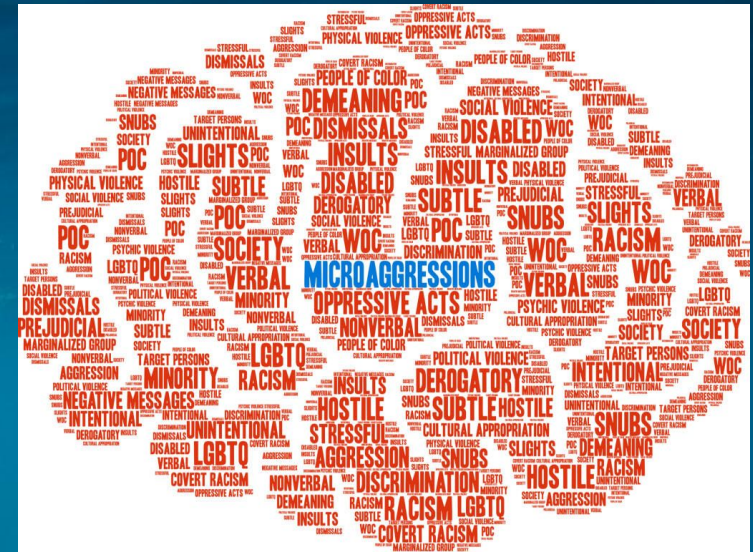


THE  
UNIVERSITY  
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## Microaggressions

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# OUTLINE

- Definition of Microaggression
- Why is understanding/recognizing microaggression important?
- The three forms of Microaggressions
- Examples of Microaggression
- Video & Group Discussion
  - Impact of Microaggression
  - Responding to Microaggressions
  - Addressing Microaggressions
  - Educating others about microaggression
  - Acknowledging and Healing
- Takeaways
- Q & A





## DEFINITION

### MICROAGGRESSION

The everyday verbal, nonverbal, and environmental slights or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership

### UNCONSCIOUS BIAS

Negative stereotypes regarding a person or group of people - these biases influence individuals' thoughts and actions without their conscious knowledge. We all have unconscious biases.

# Why is understanding/recognizing microaggression important?



<https://www.physicaltherapy.com/articles/minority-new-majority-strategies-to-4749>



# 3 types of microaggressions

## *MICROINSULT*

**(often unconscious) are defined as behavioural/verbal remarks that convey rudeness, insensitivity, and demean a person's racial heritage and identity.**

## *MICROASSAULT*

**(often conscious) are defined as explicit derogatory characterized primarily by a violent or nonverbal attack to hurt the person through name-calling, avoidance behaviour, or purposeful discriminatory actions.**

## *MICROINVALIDATION*

**(often unconscious) are defined as verbal comments or actions that exclude, negate or nullify the thoughts, feelings, or experiential reality of a person.**

## Examples of Different Forms of Microaggressions

<b>Microinsult</b>	<p>A Black male college student at a highly selective university is asked what sport he plays, with the underlying assumption that he did not gain admission based on his academic credentials, but rather his athletic ability.</p> <p>A Latina administrator is described as “spicy,” which culturally and sexually objectifies her while diminishing her effectiveness as a leader.</p>
<b>Microinvalidation</b>	<p>An Asian American professor is asked where she is from, and when she replies, “Kansas,” her student responds with, “No seriously, what country are you from?” suggesting that she was not born in the U.S.</p>
<b>Microassault</b>	<p>A Muslim student sits in a class where a professor makes Islamophobic comments during his lecture.</p>



# Microaggression Video

Microaggression in the classroom - Yolanda Flores Niemann, PhD, Professor of Psychology, University of North Texas



# Points for Group Discussion

- What really stood out to you in the video or what did you learn?
- How does Microaggression impact a person?
- How should we Respond to Microaggression?
- How do we Address Microaggression?
- Ways we can Educate others about microaggression
- How can we Acknowledge and Heal from the experience?







- Validate the experience of the target of a microaggression.
- Communicate their value as a person.
- Affirm their racial or group identity.
- Support and encourage their experience on campus.
- Reassure them that they are not alone
- Ask for clarification
- Separate intent from impact
- Challenge the Stereotype



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