

WEEK 10



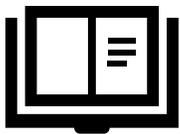
Microaggressions

This is week 10 of the Equity Challenge, and today we will continue exploring interpersonal racism by delving into a common way that racism permeates person-to-person interactions: microaggressions.

Microaggressions are the “everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership”.

Understanding and confronting microaggressions can be challenging because the realization that our intent does not always align with our impact, or that we hold a biased worldview, can feel very disturbing. Sometimes, instead of confronting the realization that we’ve committed a harmful action (regardless of intent), it may feel more comfortable to deny or diminish the action and avoid accountability.

As with internal bias, response to and prevention of microaggressions requires awareness and education; it also requires listening, learning, and working to understand the experience of discrimination that others face.



Read Racial Microaggressions in

Everyday Life (7-minute read) Is subtle bias harmless?

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Watch An everyday dimension of racism: Why we

need to understand microaggressions (6:35) This video from Keele University highlights racial microaggressions that students have faced at their university and how it affects them

Eliminating Microaggressions: The Next Level of Inclusion |

Tiffany Alvoid | TEDxOakland (8:59) Tiffany Alvoid lays out how microaggression manifests, the role you play, and what you can do to avoid perpetuating its continued existence in society.



Listen Microaggressions Are A Big Deal: How To

Talk Them Out And When To Walk Away (21 minute listen) Kevin Nadal, a professor of psychology at John Jay College of Criminal Justice, has spent years researching and writing books on the effects of microaggressions. As these big structural issues play out, he says it's important to confront the small stuff. Listen to his interview on NPR.

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