

Microaggressions:

How They Affect You & What You Can Do About Them

Lightning Session

November 29, 2023 12 PM – 12:30 PM ET



Facilitated by Thuy Jacobson (she/her)





Building better teams through development workshops & coaching.

Workshops

- Delivering Feedback
- Presentation Skills
- Mitigating Unconscious Bias
- Behavioral-Based Interviewing
- A Manager's Perspective

Coaching

- Career Coaching
- Empathy Coaching
- Management Coaching
- Engineering Management Coaching

Consulting

- Career Mapping
- L&D Programs
- DEI Programs
- Organizational Development

Agenda



**The 101 on
Microaggressions**



**How to Identify
Them**



**What You Can Do
About Them**

POLL

What do you know about microaggressions and the role it plays in your life?

- A) Don't know a thing. That's why I'm attending this webinar!
- B) I think I know what they are but I want to know more.
- C) I know exactly what they are but they hardly come up in my life.
- D) I know what they are and they bother me about 50% of the time.
- E) They affect me every single day of my life.

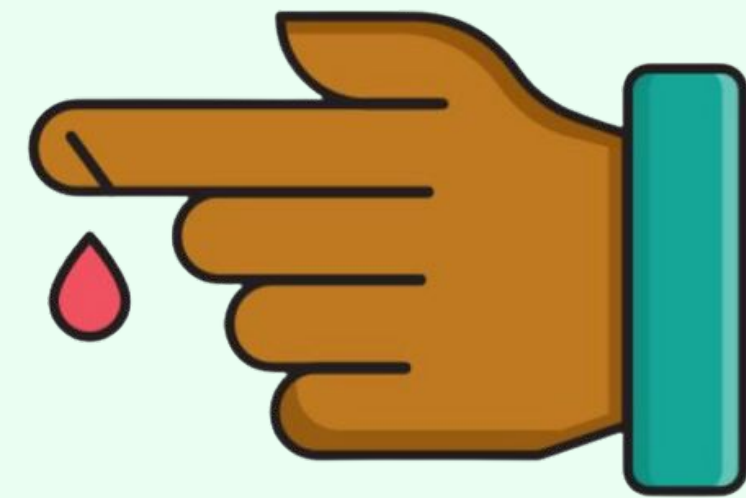
Microaggressions

Brief and commonplace derogatory slights, whether intentional or unintentional, that communicate insults to the target person or group.

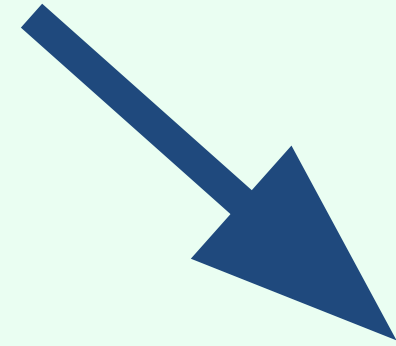
Typically racial, gender, sexual orientation, or religious.

A microaggression is like a paper cut.

Some people get papercuts multiple times a day.



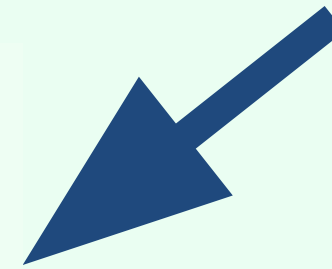
doesn't matter



Intent

vs.

this is what matters



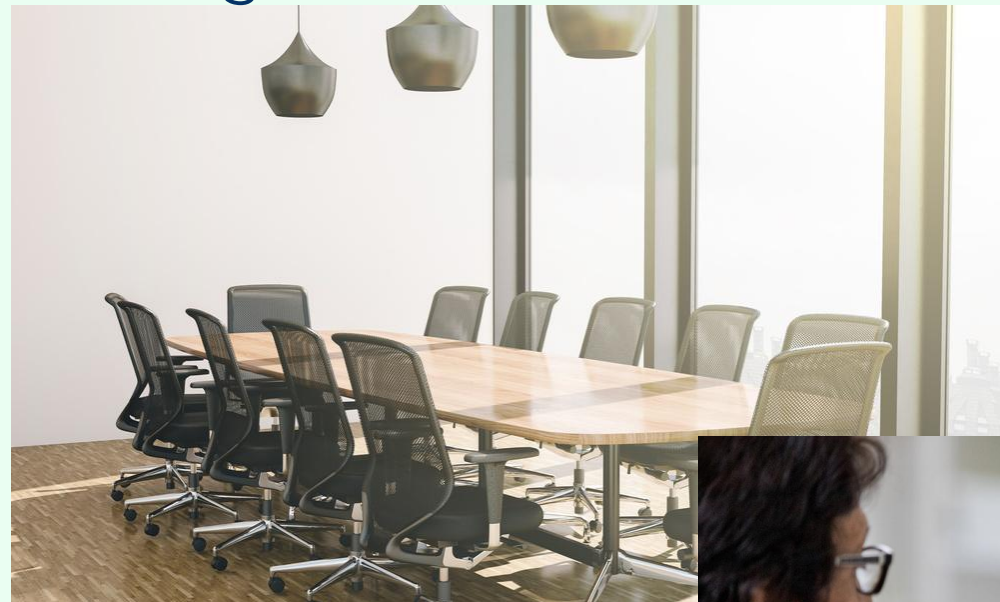
Impact

3 Ways Microaggressions Show Up

Environmental

Systemic problems where the physical place is structured in such a way that it makes one or more groups feel invalidated.

Naming of conference rooms



Company websites



Marketing materials



Entertainment/Media

[Source](#)

3 Ways Microaggressions Show Up



“I love your hair!
Can I touch it?”

“I’ve always wanted
a gay friend!”



Verbal

Statements or phrases, that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.



“Your english is so good!
How long have you lived
here?”

[Source](#)

3 Ways Microaggressions Show Up



A shop owner following a POC around while they shop.



Mistaking a man for a company's CEO when the female CEO is right next to him



Not considering older candidates for warehouse positions

Subtle actions, gestures, or expressions that convey bias or exclusion without the use of explicit language.

Nonverbal

[Source](#)

What can you do?

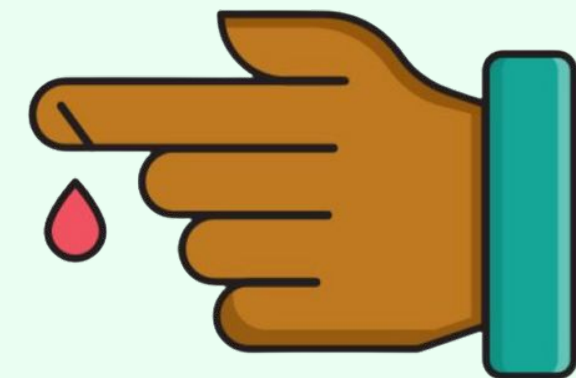


What can you do?



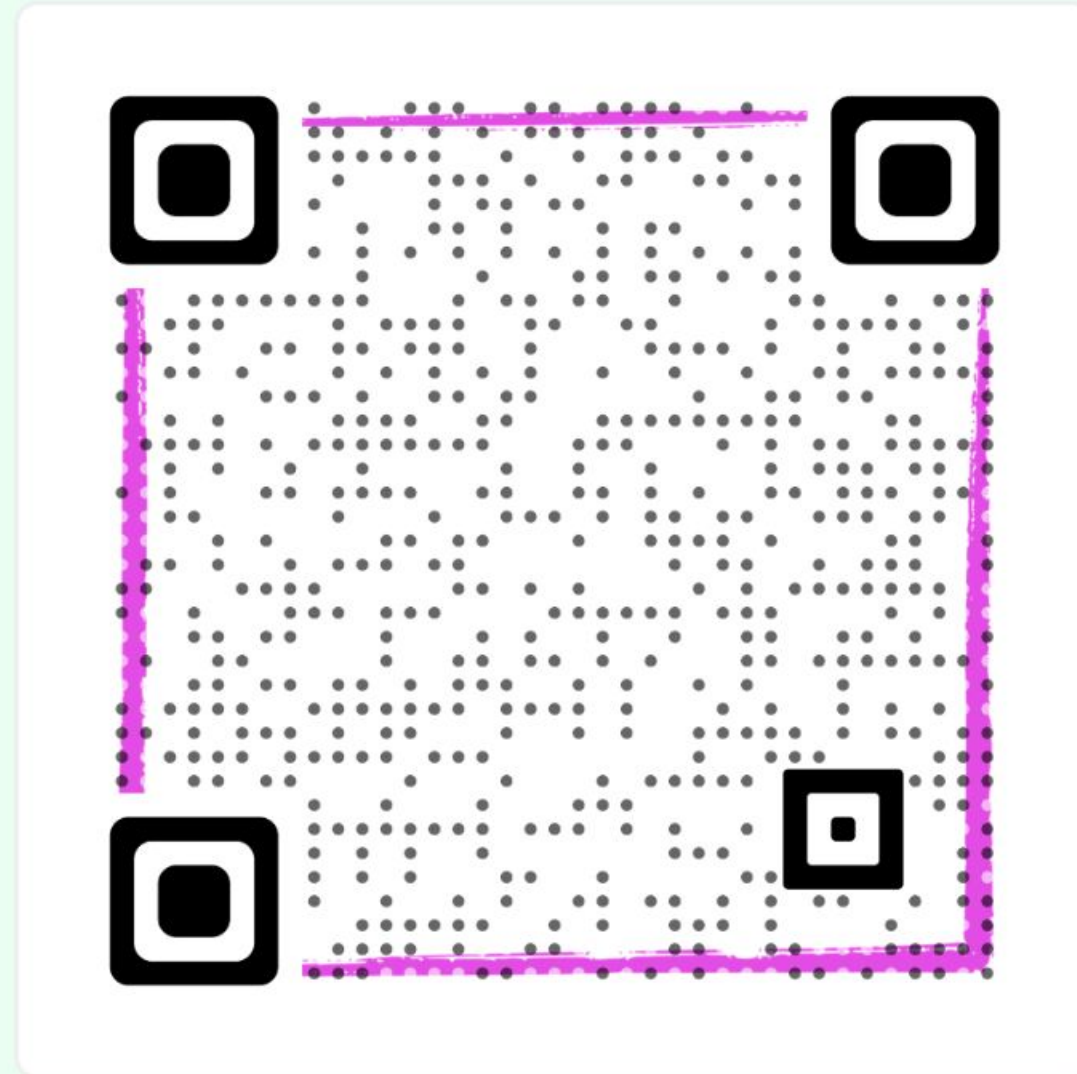
"It isn't about having your feelings hurt. It's about how being repeatedly dismissed.. alienated.. insulted and invalidated reinforces the differences in power and privilege."

– Roberto Montenegro



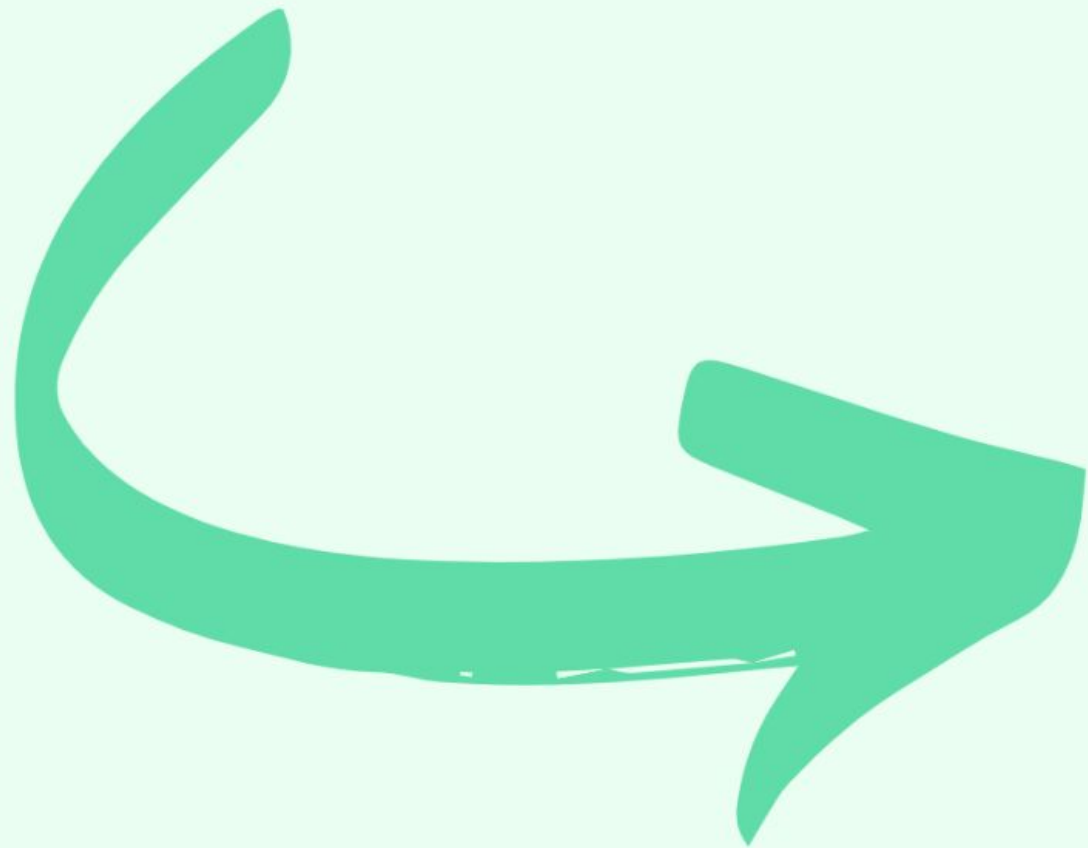
We want your feedback!

Webinar Name:
"Microaggressions"



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