

# NAVIGATING MICROAGGRESSIONS IN PROFESSIONAL SETTINGS

Association of  
Fundraising Professionals  
IDEA Committee



# Themes (-) = Normalizing Microaggressions

## Making Assumptions

- Ex: Asking a person of color what they are mixed with?

Context: Invalidating a person of color's cultural identity by making said comments that you would not make to someone whose characteristics align with that of the dominant culture is ignorant

## Alignment w/mainstream beauty standards

- Ex: You have nice hair for a (fill in the blank) girl
- Ex: You are pretty for a (fill in the blank) girl

Context: Invalidating a person of color's features by making said comments minimizes their beauty

## Use of language that is not strengths-based

- Ex: You speak proper
- Ex: You are so articulate
- Ex: You are very well spoken

Context: Minimizing a person of color's intellect by making said comments

---

# *Resources*

- **Microaggressions are a big deal: How to talk them out and when to walk away (READ ARTICLE/LISTEN TO AUDIO) – NPR KJZZ**
  - **Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation (READ)**
  - **Black Fatigue: How Racism Erodes the Mind, Body & Spirit by Mary-Frances Winters (READ)**
  - **Rest Is Resistance: A Manifesto**
-

*RACIAL  
BATTLE  
FATIGUE*



# Themes (+) = Defying the status quo

- Supporting the cultural identity of fundraisers and communities of color
  - Intersectionality of identity
  - Valuing differences
  - Culture as a Strength and Not a Deficit
  - Resiliency as a Protective Factor
  - Giving each individual and or community the right to subscribe an identity to themselves
-

# Philanthropic organizations to support

- **Black Philanthropy Initiative** – Arizona Community Foundation
  - **Latino/a Philanthropy** -- Arizona Community Foundation
  - **Hispanics in Philanthropy**
  - **Asian Americans/Pacific Islanders in Philanthropy**
  - **Native Americans in Philanthropy**
-

# Services

- Individual and group coaching and trainings and speaking engagements on how to navigate systemic and institutionalized racism and oppression, power dynamics and conflict resolution
  - Contact: Jeri Perkins, MSW, Founder & CEO by email at [impactactionnetwork@gmail.com](mailto:impactactionnetwork@gmail.com) and or by phone at (317) 443 - 3238
-