

Microaggressions



Technology and Equity

One act of kindness you have seen during the pandemic

<https://www.menti.com/u34146fm9t>



By the end of today, you should be able to...

1. Describe what a microaggression is
2. Compare and contrast different types of communication
3. Use empowering language
4. Apply your knowledge of microaggressions to the work place.

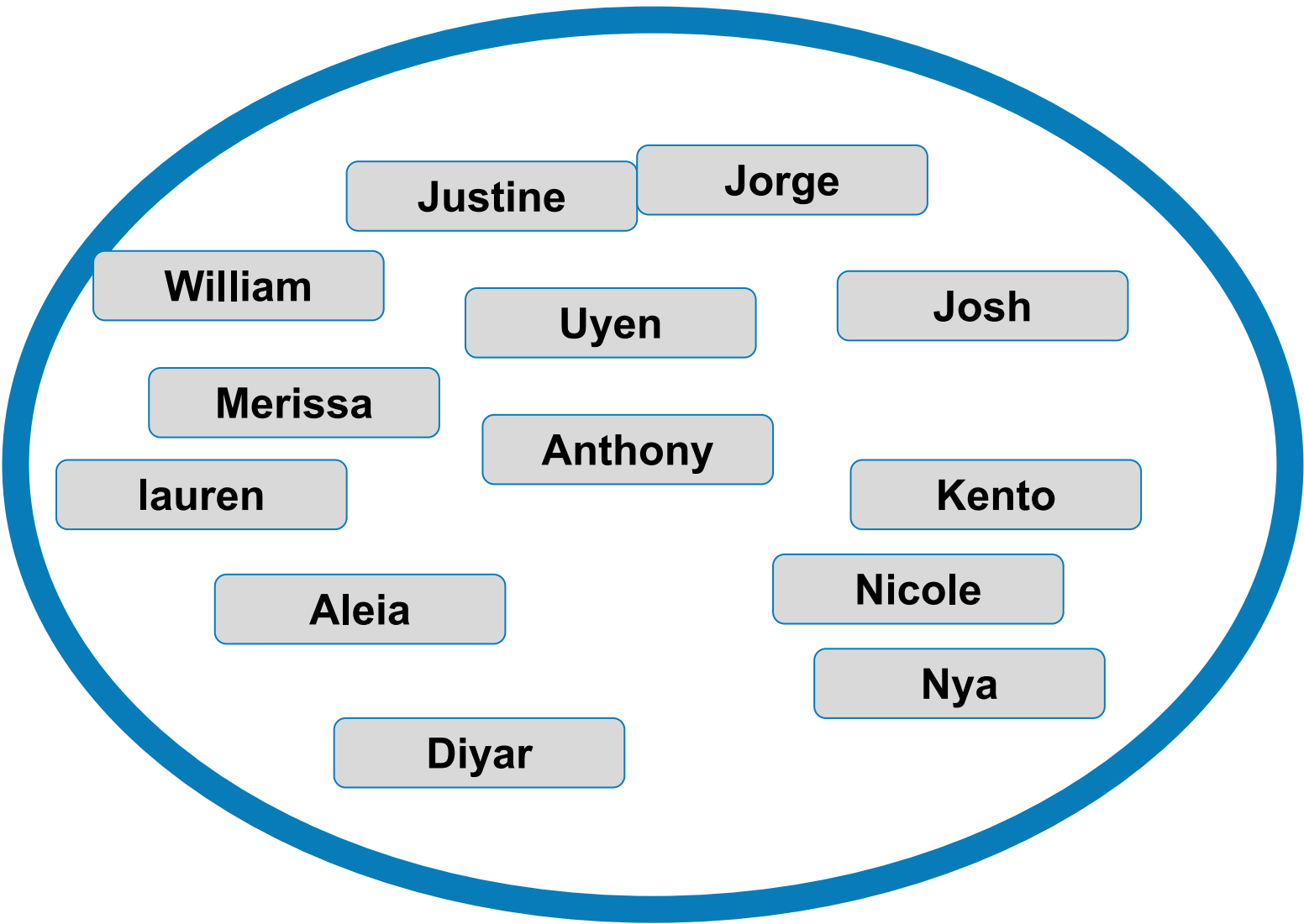
What is a microaggression?

- Microaggression is a term used for brief and commonplace daily verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.

Can microaggressions happen to anyone?

- Yes

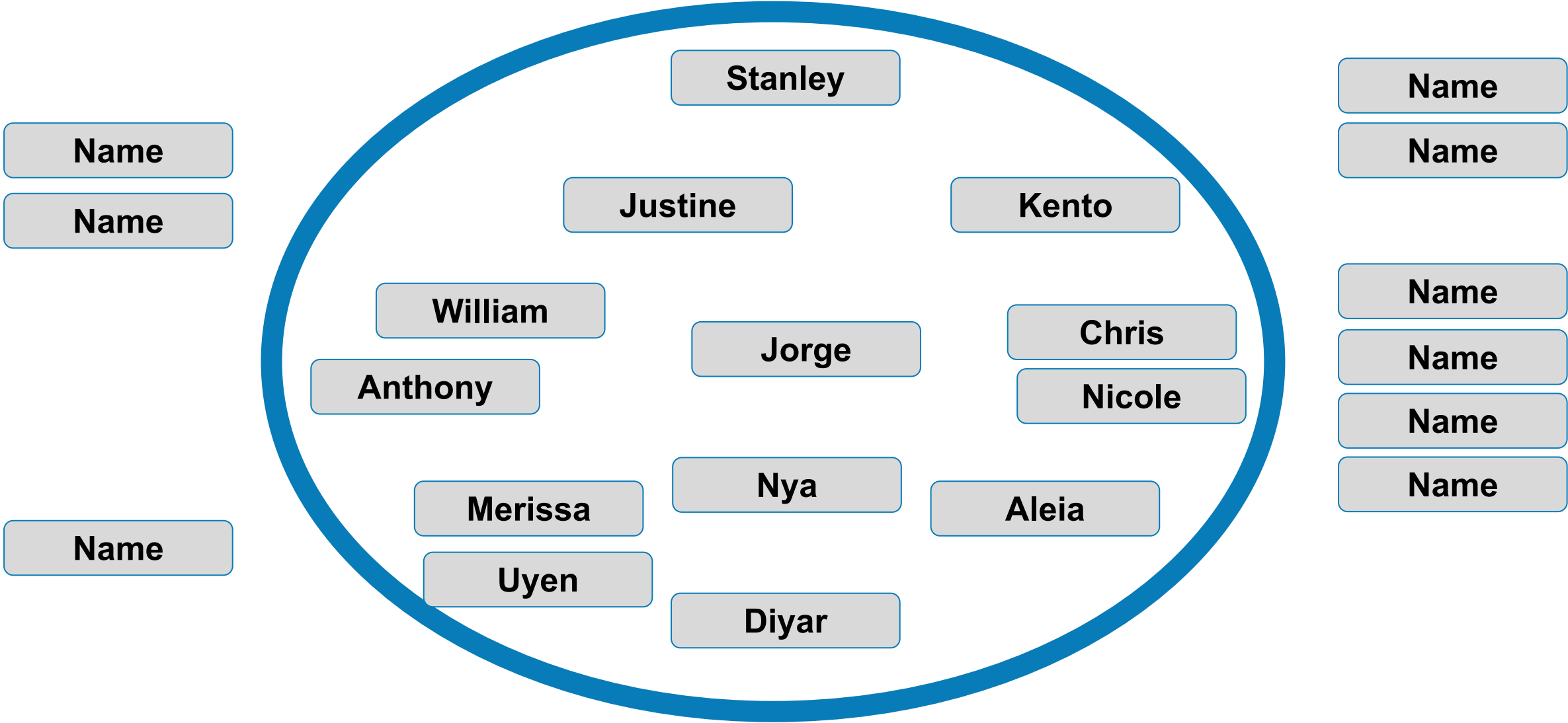
Pull a chair inside the circle if you have received a Microaggression!



John

- Name
- Name
- Name
- Name
- Name
- Name
- Name
- Name

Pull a chair inside the circle if you have perpetrated a microaggression !



Example Of a Microaggression you have received

Being foreign

"He doesn't wanna argue because his country lost the war."

Intersectionality in tech

Thinking that I know all black people bc there are only 2

ageism

"gay"

I got followed home by a cop bc I was in a rich area

They thought I stole from Walmart bc I was the only black person

"You're smarter than I thought"

"You've made it so far for someone like you"

"You're hard is so soft. Like the cotton in the fields"

Mispronouncing my name or trying to change it to make it more Anglicized

"Oh wow you're in CS?"

Perceived less "threatening" because im mixed

"You're too pretty to be gay"

When I play video games, they always assume I'm a male.

(Double-click a post-it to edit.)

Tasks: Complete the Game and google document.

Learning Outcomes:

- Describe what a microaggression is
- Reflect on the Microaggressions Game by thinking critically about how we can use technology for educational purposes.

Assessment Tools:

- Questions 1-5 in Google Document. Open ended questions will be graded with the [critical thinking skills](#) rubric.

****You will need to access the following [google document](#) to complete this class.**

RAVEN APPROACH

- **R**edirect, intervene, correct, call in
- **A**sk probing questions for clarity
- **V**alue clarification
- **E**mpathize your own thoughts and feelings
- **N**ext steps (harm reduction)

Review: how to respond to microaggressions

Question 1:

Situation:

You work in a Tech company as an entry level software engineer. Your manager is constantly comparing you to your coworker Janet. Your boss says things like “Janet finished her tasks two days ago, why are you so inefficient”. Or “it seems like it takes you a long time to learn things, do we need to assign you extra support?”.

How would you handle the communication with your boss using the RAVEN approach?

Post response in [Google Document](#)

RAVEN APPROACH

- Redirect, intervene, correct, call in
- Ask probing questions for clarity
- Value clarification
- Empathize your own thoughts and feelings
- Next steps (harm reduction)

Microaggression Simulation:

<https://fobettarh.github.io/Killing-Me-Softly/>

Play the game twice, with two different characters. Then respond to questions 2-5 in the google document.