



MAJORING IN THE MICRO

Becoming the CHANGE from Microaggressions to Microaffirmations

LEARNING OUTCOMES

1

Define and provide examples of micromessages (including microinequities, microaggressions, and micro-affirmations).

2

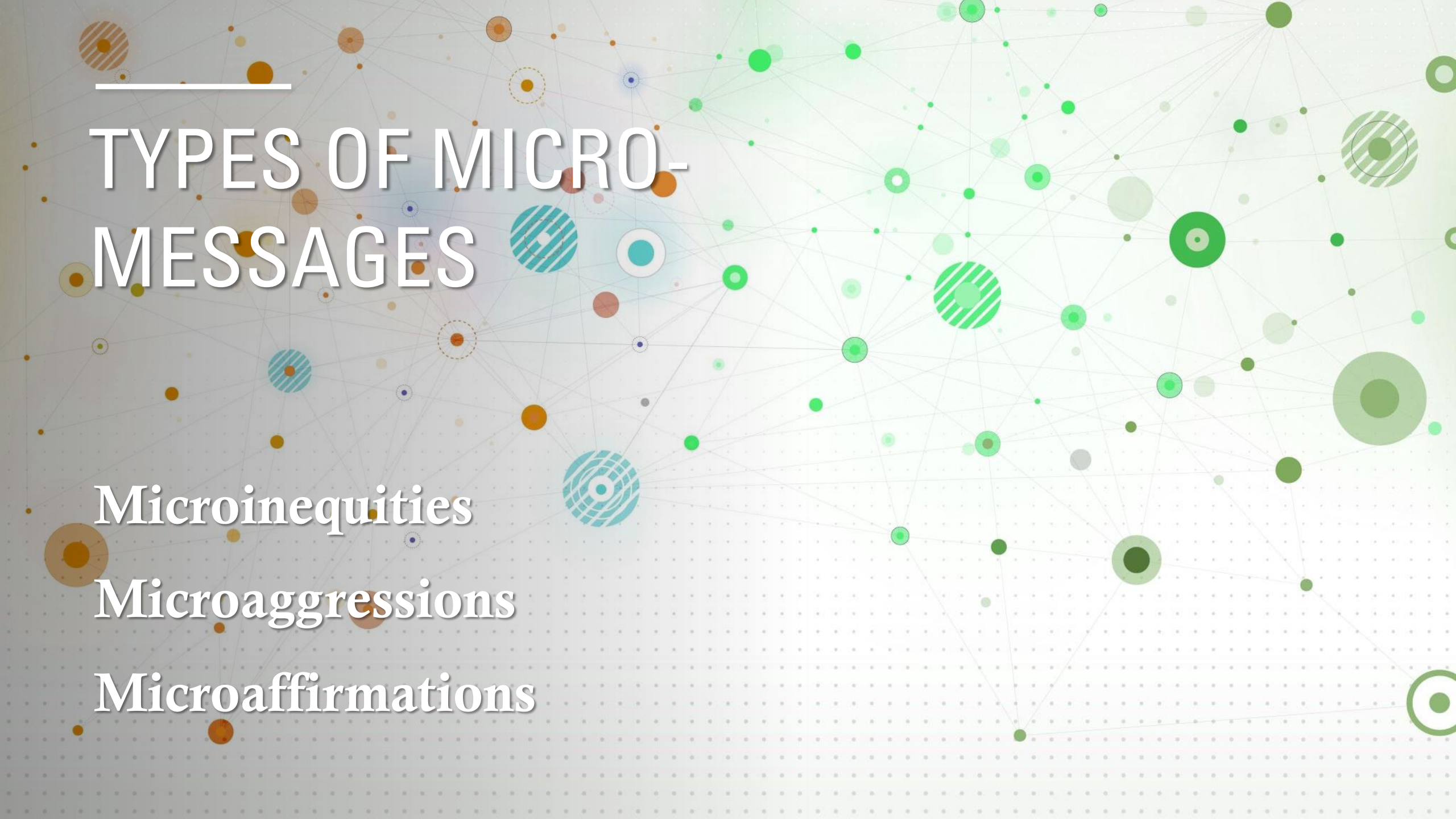
Identify tangible ways that micromessages impact student experience, retention and graduation outcomes.

3

Identify effective strategies to address and mitigate damaging micromessages to include interrupting language and identifying microaggressive actions and/or slights.



MICROMESSAGES



TYPES OF MICRO- MESSAGES

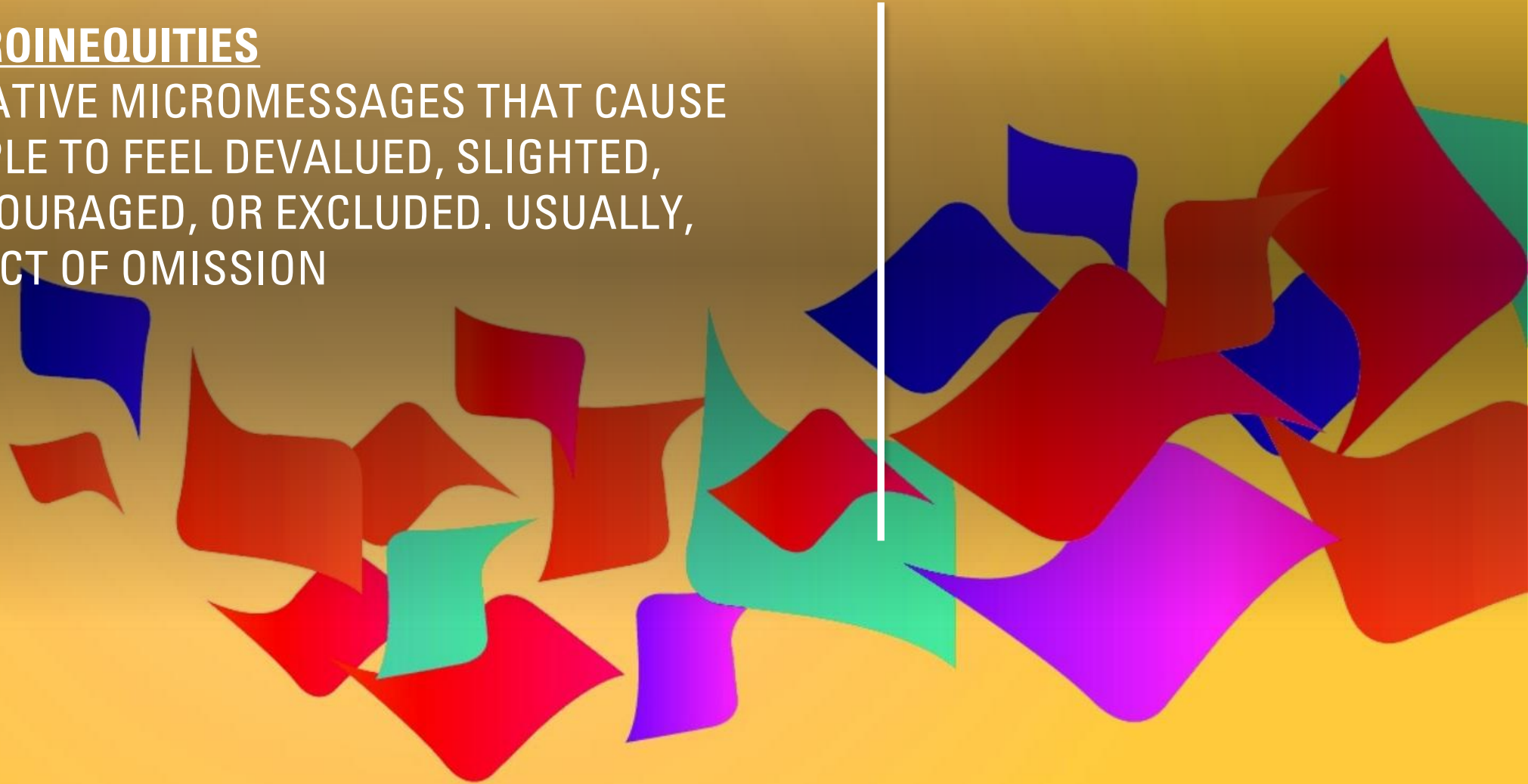
Microinequities

Microaggressions

Microaffirmations

MICROINEQUITIES

NEGATIVE MICROMESSAGES THAT CAUSE
PEOPLE TO FEEL DEVALUED, SLIGHTED,
DISCOURAGED, OR EXCLUDED. USUALLY,
AN ACT OF OMISSION



MICROAGGRESSION DEFINED

VERBAL,
BEHAVIORAL, OR
ENVIRONMENTAL
SLIGHTS

OFTEN
AUTOMATIC AND
UNINTENTIONAL
OR IMPLICIT

USUALLY OCCUR
IN BRIEF
INSTANCES

COMMUNICATE
HOSTILE,
DEROGATORY, OR
NEGATIVE
VIEWPOINTS

Microaggressions

Microinsult

Behavioral/verbal remarks or comments that convey rudeness, insensitivity and demean a person's identity

Microassault

Explicit and overt actions meant to harm. Intention is to hurt, oppress, or discriminate (Dovidio & Gaertner, 2000)

Microinvalidation

Verbal comments or behaviors that exclude, negate, nullify the psychological thoughts or feelings or experiential reality of particular persons or groups

super light, superhero tough

FeatherLights reduce their school load by trimming weight off the pack. But what makes them really amazing is they do it without sacrificing durability, thanks to strategically placed 420D and 600D pack cloth.

Lighter weight. Same awesome durability.

Guaranteed. Period.®

make it your own!
with a monogram,
embroidery or bottle
details, p. 20



light as a feather, tough as long division

FeatherLights reduce their school load by trimming weight off the pack. But what makes them really amazing is they do it without sacrificing durability thanks to strategically placed 420D and 600D pack cloth.

Lighter weight. Same awesome durability.

Guaranteed. Period.®

e-reader case, \$15, 413654-019
water bottle, \$19, 422617-01X,
landend.com



5-point steel explosion
shielding, bright lines

MICROMESSAGES IN THE MEDIA

REMEMBER
YOU PARKED IN
4 SOUTH
LEVEL P1

WE ALL WANT
this structure to be
PERFECT!

*"Please let us know
about anything that
isn't right."*

MAINTENANCE
HOTLINE
(310) 206-0196



Free
workout
just
steps
away



TAKE
the
STAIRS





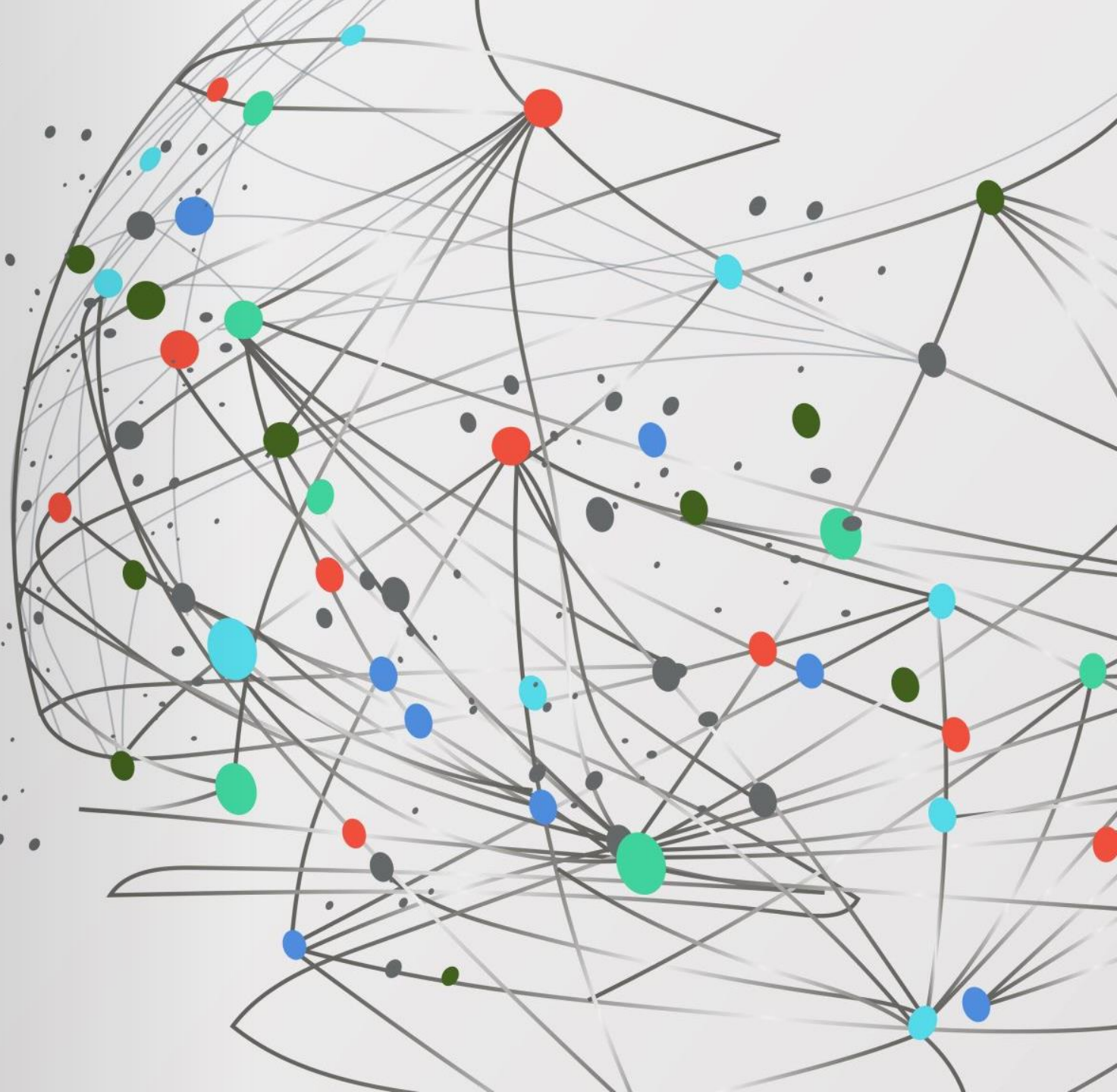
**EMPOWERING
OR DIVISIVE?
WHAT DO YOU
THINK...**

REACTION CHECK-IN

- **Access the following website**
 - Slido.com
- **Access Code**
 - r2cla4



REACTION CHECK-IN



MICROAFFIRMATIONS

POSITIVE MICROMESSAGES THAT CAUSE PEOPLE
TO FEEL VALUED, INCLUDED OR ENCOURAGED



REFLECTION CHECK-IN

FOOD FOR THOUGHT

Micro-affirmations offer an alternative and proactive approach to addressing microaggressions and unconscious bias, improving **campus** climate.



EDUCATIONAL

LEVELS OF INTERVENTION

- Micro- individual level
- Mezzo- group level
- Macro- wide scale



PRACTICAL APPLICATION AT THE MICRO LEVEL



Interrupting Language

Avoid
Usage

Ladies and
Gentlemen

Preferred
Inclusive
Language

Welcome
Everyone

PRACTICAL APPLICATION AT THE MEZZO LEVEL

IDENTIFYING DAMAGING MICROMESSAGES IN THE CLASSROOM.

MICRO- AFFIRMATIONS IN THE CLASSROOM

**Active
listening**



**Recognizing
and
validating
experiences**



**Affirming
emotional
reactions**

PRACTICAL APPLICATION AT THE MACRO LEVEL





HOLISTIC STUDENT SUPPORT (HSS) APPROACH

“A holistic student supports approach is the intentional planning and integration of mission critical student academic and personal supports... [H]olistic student supports requires that institutions become student-ready by integrating and enhancing myriad support services into a seamless, timely, and personal experience for every student.”

Is the Holistic Student Support approach aligned with micro-affirmat[ive] work?

Holistic Student Supports. Achieving the Dream, <https://www.achievingthedream.org/resources/initiatives/holistic-student-supports#resources>. Accessed 17 June 2020.

DIGGING DEEPER

Develop strategy to improve the campus climate integrating microaffirmations and the Holistic Student Support approach.

Key factors to address

- Sustained
- Strategic
- Integrated
- Proactive
- Personalized

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FURTHER READING

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 - <https://www.campusreform.org/?ID=8945>
 - <https://www.extension.iastate.edu/professionaldevelopment/micro-inequity-behaviors-are-they-harming-our-organization>
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