

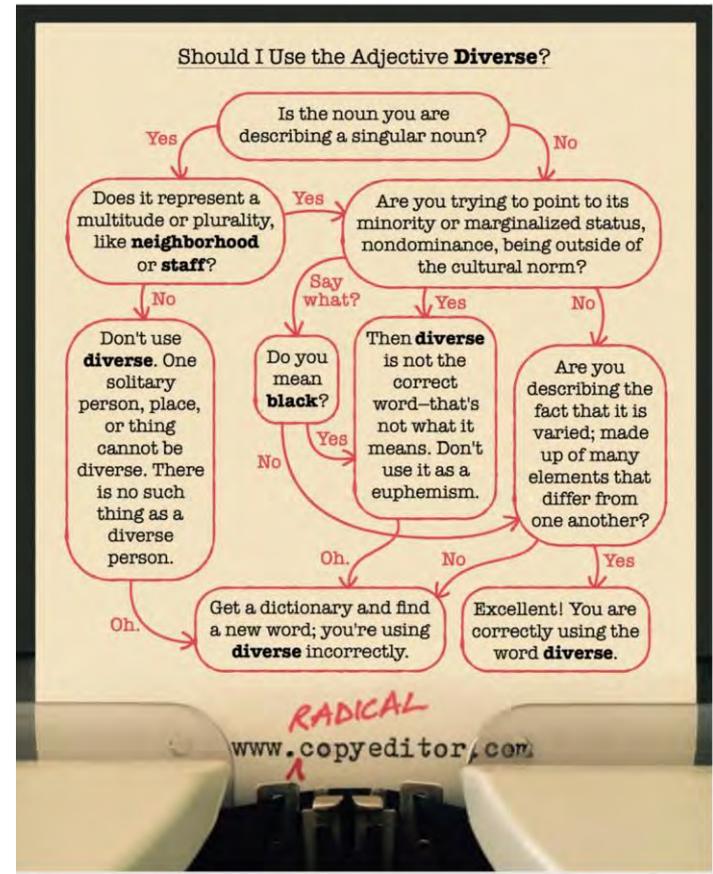
Yup! She Just Said That: How to Identify and Address Racial Microaggressions in the Workplace

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Agenda

- Workplace Culture
- Are you being paid equally?
- Identifying Microaggressions
- How to address these situations
- Protecting Yourself
- Additional Resources
- Questions



Workplace Culture

- When working in a new environment it is important to observe the workplace culture.
 - Is the staff diverse?
 - Is the leadership team diverse?
 - Is the leadership team committed to creating a diverse and inclusive space?
 - Do certain groups of people only socialize with each other?
 - Are the ideas and suggestions of people of color often not listened to?
 - What do the company/organizations reviews online say?
 - Anything else?

Let's check this out



Keep your eye out for...

STEREOTYPING



A **stereotype** is a fixed general image or set of characteristics that some people believe represent a particular type of person. This can provide the basis for racial discrimination to occur. Often based on misconceptions and incomplete information, stereotyping is particularly harmful as it portrays false generalizations, and attributes the same characteristics to all members of a group, ignoring victims as individuals.



Be wary of the language used, and topics discussed, by colleagues. Are terms like “they” and “us” used often to create a divide? Also, are workers making derogatory comments about a particular element of a person’s culture or customs?

Keep your eye out for...

Hostility



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graph TD; A[Hostility] --> B[Whether it is a black woman who is informed that she is too aggressive, a Muslim man criticized for not drinking during social events or an Indian immigrant mocked for their accent, keep an eye out for unfair criticism and hostility.]; B --> C[This can lead to accusations of being out-of-place, and not fitting in the office culture.];
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Whether it is a black woman who is informed that she is too aggressive, a Muslim man criticized for not drinking during social events or an Indian immigrant mocked for their accent, keep an eye out for unfair criticism and hostility.

This can lead to accusations of being out-of-place, and not fitting in the office culture.

Keep your eye out for...

**CONSISTENTLY
OVERLOOKED**

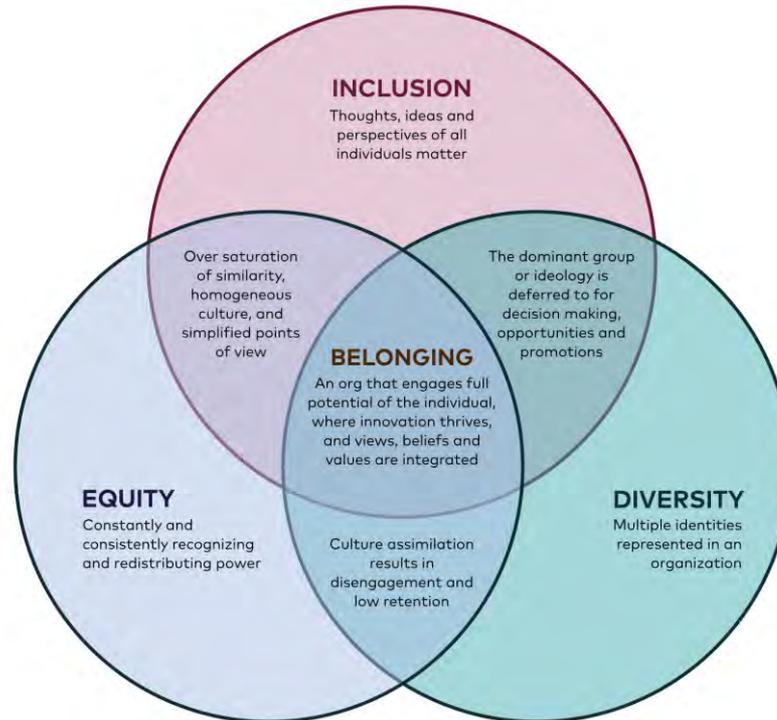


The “glass ceiling” is a prolonged issue that ties together all the previous points, and results in many talented, ambitious and well-educated people of color failing to gain jobs, promotions or salary boosts, compared to their white counterparts.



But when the opportunities do finally arise, victims of racism note that their authority is constantly challenged and undermined by those both above and below them on the career ladder.

So what does an inclusive workplace culture look like?



Are you being paid fairly?

Exploring the Racial Wage Gap for Men

Select a Field to Display
Pay Gap by Race

Select a Pay Gap ?
Uncontrolled

Black: \$0.87

Native American: \$0.91

Hispanic: \$0.91

Pacific Islander: \$0.95

Asian: \$1.15

Pay Parity: \$1

The Gender Pay Gap Visualized

Gender pay gaps and equal pay days for different races and ethnicities in the U.S.

For every dollar white, non-Hispanic men earned in 2018, women were paid...

Asian women 85 cents



Women overall* 80 cents



White non-Hispanic women 77 cents



Black women 61 cents



Native American women 58 cents



Latina women 53 cents



To earn what white, non-Hispanic men earned in 2018, they would have to work until...



* compared to men overall

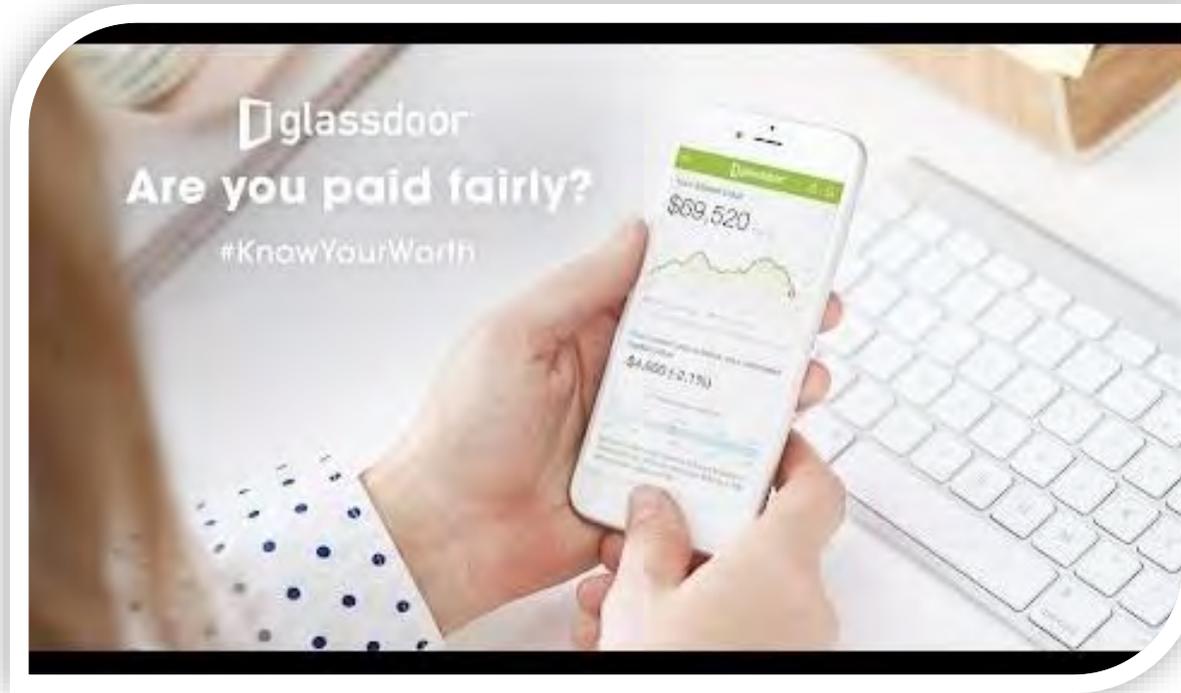
Based on median annual earnings of full-time, year-round workers

© StatistaCharts

Sources: National Women's Law Center, Wikimedia Commons

statista

Are you being paid fairly?



What are Microaggressions?

- **Microaggression:** a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.



Identifying Microaggressions

• Microinsult:

- Statements or behaviors in which individuals unintentionally or unconsciously communicate discriminatory messages to members of target groups.
- Example, a person might tell an Asian American that she or he “speaks good English” as a compliment. However, in reality, such a statement can be offensive to Asian Americans, implying that Asian persons do not speak clearly. Instances like these can be especially upsetting to Asian Americans who do not speak any other language besides English, or whose families have been in the US for three or more generations.
- Example: “You are so articulate!” “You’re so pretty for a Black girl!”



Identifying Microaggressions

- **Micro-assault:**

- Overt forms of discrimination in which actors deliberately behave in discriminatory ways, but do not intend to offend someone or may think that their actions are not noticed or harmful.
- These types of experiences are similar to the “old-fashioned” discrimination that existed in earlier times, but different in that people may not openly proclaim their biases.
- Example: Touching someone without permission (hair, skin), or even hanging up certain political memorabilia.

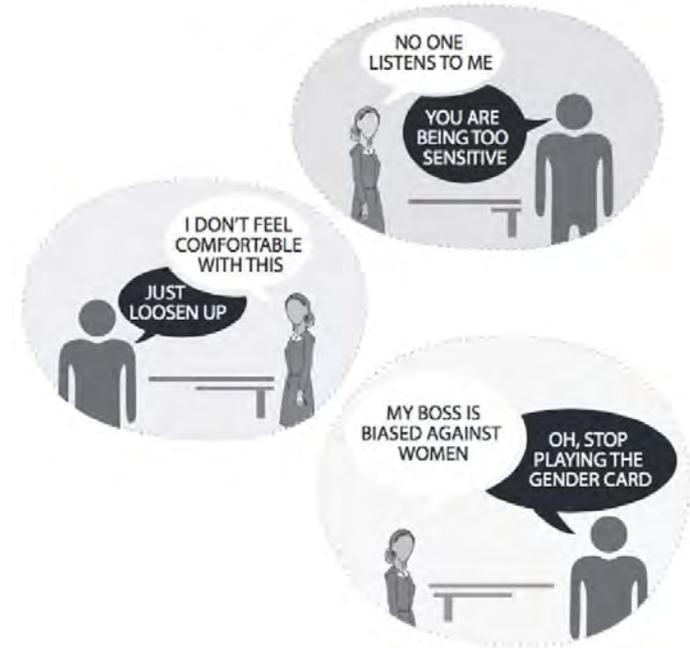


Identifying Microaggressions

• **Micro-invalidation:**

- are verbal statements that deny, negate, or undermine the realities of members of various target groups.
- Example: when a white person tells a person of color that racism does not exist, she or he is invalidating and denying the person of color's racial reality.

MICROINVALIDATION



Identifying Microaggressions



How to address these situations

1. BREATHE

2. Ask for clarification

- Make sure that you understood what the person said, and it truly was offensive.

3. Explain and Educate

- Explain to the person why what they said was offensive and how it impacted you.
 - “I don’t think that’s an appropriate comment/conversation among colleagues...”

Protecting yourself...

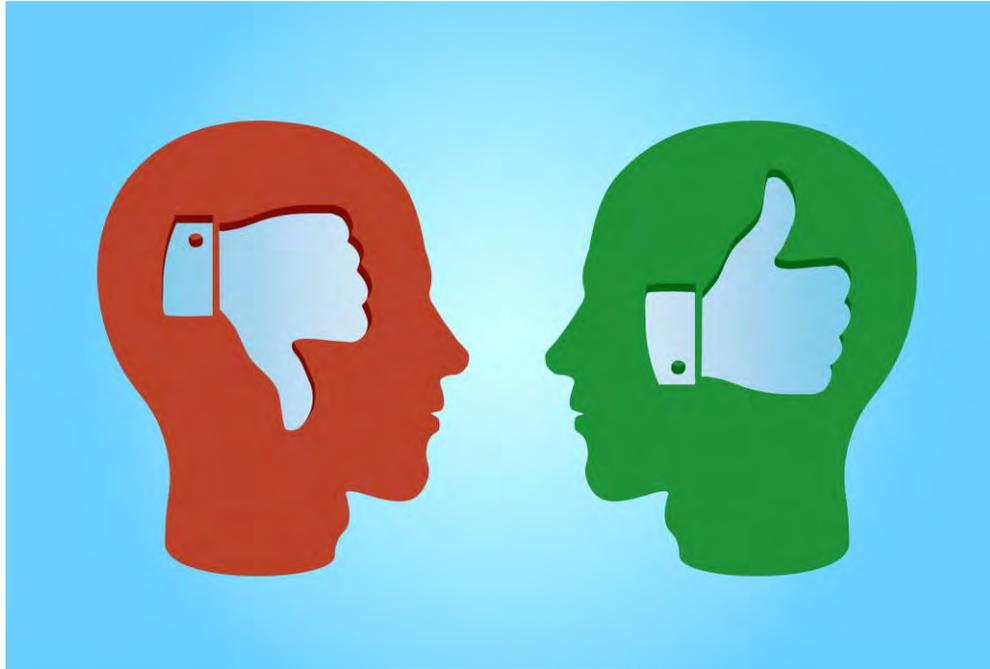
- Read the employee handbook.
 - There are rules and procedures all employees must follow.
- Document encounters.
 - If you've addressed a situation that has made you uncomfortable and it continues document your encounters so that when you make the situation aware to Human Resources, they have the information necessary to help.
- Know the chain of command.
 - Make sure you know who your boss's boss's boss is. There could be a situation where your supervisor is the person making your work experience uncomfortable.

Additional Resources

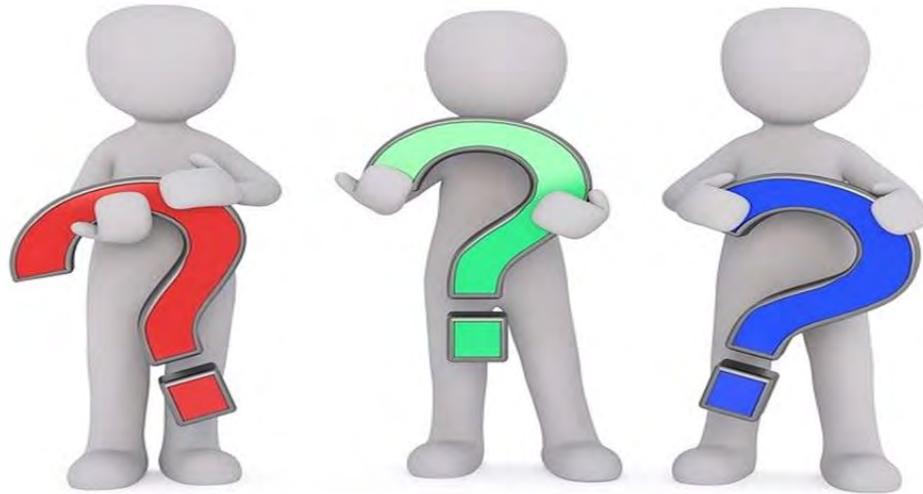
- A Guide to Responding to Microaggressions
 - https://advancingjustice-la.org/sites/default/files/ELAMICRO%20A_Guide_to_Responding_to_Microaggressions.pdf
- Hypervisible, Invisible: How to Navigate White Workplaces as a Black Woman
 - <https://www.careercontessa.com/advice/black-woman-white-workplace/>
- Think Like a White Man: Conquering the World . . . While Black by Nels Abbey
- The Memo by Minda Harts.
- So You Want to Talk About Race by Ijeoma Oluo.
- Yellow by Frank H. Wu.
- Between the World and Me by Ta-nehisi Coates.
- The Latino Threat by Leo R. Chavez. Blind Spot: Hidden Biases of Good People by Mahzarin R. Banaji and Anthony G. Greenwald.
- American Islamophobia: Understanding the Roots and Rise of Fear by Khaled A. Beydoun. Forbes: What an inclusive workplace looks like.
 - <https://www.forbes.com/sites/forbeshumanresourcescouncil/2019/02/04/what-an-inclusive-workplace-actually-looks-like-and-seven-ways-to-achieve-it/#7691752f316b>
- Glassdoor
 - <https://www.glassdoor.com/blog/guide/how-to-know-if-youre-underpaid/>

Implicit Bias Test

- <https://implicit.harvard.edu/implicit/takeatest.html>



Questions?



CONCLUSION

