



MICROAGGRESSIONS

DEFINITION

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 prejudicial slights and insults toward any group, particularly culturally marginalized groups.

MICROAGGRESSIONS

RECOGNIZING (racial and gender)

- Explicit bias statements
- Implicit bias statements
- Insults
- Stereotyping

MICROAGGRESSIONS

GOALS

- Educate
- Empower
- Inspire
- Encourage respectful communication while opposing isms and stereotypes.

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TOOLS

- Silence. (*Subject will double down or reflect and reconsider*)
- Brief and direct statement with an exit plan
- Brief and Direct "I" statement with an exit plan
- Clarification followed by one of the above

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ROLE PLAY



- Silence. (*Subject will double down or reflect and reconsider*)
- Brief and direct statements with exit plan
- Brief and Direct "I" statements with exit plan
- Clarification followed by one of the above

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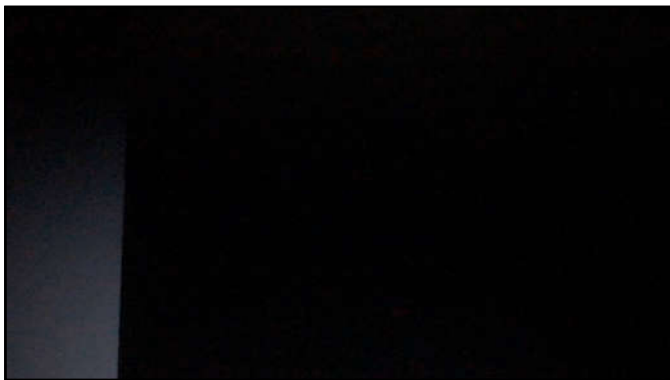
The mission of the social work profession is rooted in a set of core values, embraced by social workers throughout the profession's history, are the foundation of social work's unique purpose and perspective:

- *service
- *social justice
- ***dignity and worth of the person**
- *importance of human relationships
- *integrity
- *competence.

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SITUATIONAL MICROAGGRESSIONS

- EVALUATING THE COST/BENEFIT
- SHIFTING GOALS



MICROAGGRESSIONS

INDIRECTOR GROUP MICROAGGRESSION:

- WHAT IS MY GOAL WHEN I AM NOT THE VICTIM?
- INNOCENT BYSTANDER OR ADVOCATE
- Similar process;
 - Recognize
 - Feelings
 - Goal
 - "I" statements (you are inserting yourself)









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QUESTIONS ???

COMMENTS!!!
