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MICROAGGRESSIONS How to Recognize and Effectively Navigate Workplace Microaggressions	
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## MICROAGGRESSONS

- DEFINE MICROAGRESSIONS
- LEARN HOW TO RECOGNIZEMICROAGGRESSIONS
- HOW MICROAGGRESSIONS MAKE USFEEL
- DETERMINE OUR GOALS
- AQUIRE TOOLS TO SUCCESSFULLY NAVIAGATE MICROAGGRESSIONS



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MICRO A GGRESSONS	
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.	
insuits toward any group, particularly culturally marginalized groups.	
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MICROAGGRESSONS	
RECOGNIZING (racial and gender)	
Explicit bias statements     Implicit bias statements     Insults	
Stereotyping	
MICROAGGRESSONS	
GOALS	
<ul> <li>Educate</li> <li>Empower</li> <li>Inspire</li> <li>Encourage respectful communication while opposing isms and stereotypes.</li> </ul>	

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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

## MICROAGGRESSONS

#### ROLE PLAY

Recognize Feelings







- 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

## MICROAGGRESSONS



The mission of the social work profession is rooted in a set of core values. These 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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MICRO A GGRESSONS	
SITUATIONAL MICROAGGRESSIONS	
EVALUATING THE COST/BENEFIT	
• SHIFTING GOALS	
MICRO A GGRESSONS	
MICHOAGGILLADINS	
INDIRECTOR GROUP MICROAGGRESSION:	
WHAT IS MY GOAL WHEN IAM NOTTHEVICTIM?     INNOCESIT BY STANDER OR ADVICE ATE.	
INNOCENT BYSTANDER OR ADVOCATE     Similar process:	
<ul> <li>Similar process;</li> <li>Recognize</li> <li>Feelings</li> <li>Goal</li> <li>"I" statements (you are inserting yourself)</li> </ul>	
• "I" statements (you are inserting yourself)	









# QUESTIONS ??? COMMENTS!!