





# Recognizing and Responding to Microaggressions

*CSE Diversity, Equity, and Inclusion  
Culture Subcommittee*





# Code of Conduct

- ❖ Be Mindful of your Language
- ❖ Use your best judgement
- ❖ Be respectful
- ❖ Be intentional
- ❖ Be open minded
- ❖ Maintain a Safe Space



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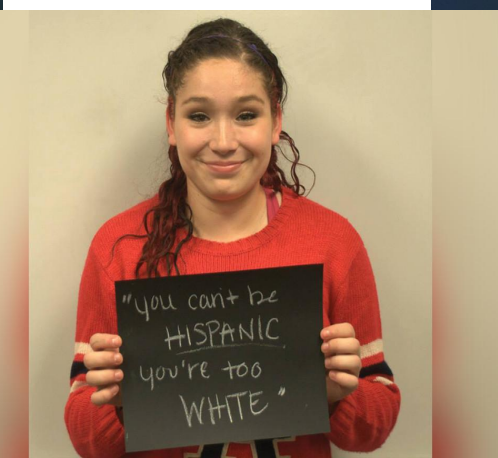
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# What is a microaggression?

Microaggressions are brief and commonplace **daily interactions** that are difficult to identify and even harder to address. Microaggressions, whether intentional or unintentional, **communicate hostile, derogatory, or negative prejudicial slights and insults** towards a person based solely on their **marginalized group membership**. These actions can be **verbal, behavioral, or environmental**. They are often cultural norms from a less aware time which make them a subtle and ostensibly innocent, but are ultimately a **detriment to both individuals and communities**.<sup>1</sup>













# Questions



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# Reflection Questions

1. What were your thoughts and feelings while reading the cards or hearing others talk about the stories they read?
2. Did anything challenge what you know or thought you knew?
3. What's an example of implicit bias that you have experienced, witnessed or heard about within the CSE community?
  - What impact did it have on you? What did you learn from the experience?



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# Acknowledgements

- Jackson, Zakiya (2018). [We Were So Happy: Microaggressions and Where They Happen](#) [Audio podcast].
- Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. Hoboken, NJ: Wiley.
- Sue, D. W. (2015). *Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race*. Hoboken, NJ, US: John Wiley & Sons Inc.
- [FrameShift Consulting](#)
- [CSTT Gamecards](#)
- [PDOC Organizer's Kit](#)
- Photos: [GLAAD Trans\\* Microaggressions Photo Project](#)
- Photos: Kim, Kiyun: [Racial Microaggressions](#)
- Spiegler, J. (2017, Sept. 27) [First Encounters With Race and Racism: Teaching Ideas for Classroom Conversations](#)
- University of Illinois Engineering, "[A Guide to Responding to Microaggressions](#)"

Questions?

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