

Understanding Micro-aggressions

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Land Acknowledgment

- We [I] would like to begin by **acknowledging that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People**. This territory is covered by the “Treaties of Peace and Friendship” which Mi'kmaq and Wolastoqiyik (Maliseet) people first signed with the British Crown in 1725
- We also recognize the 400+ year history of communities of African descent and the 50 African Nova Scotian communities throughout the region today

About Me



Housekeeping Rules

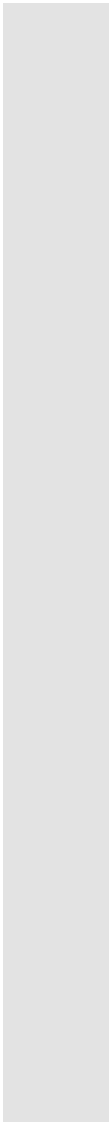
- **Open Discussion**
- **Please Be Kind To Others**
- **Please Feel Free To Ask Questions**
- **Breaks**
- **Take Space When Needed**
- **Reduce Personal Conversations**
- **Please Place Ringers on Vibrate/Silent**

What To Expect?

- Discuss which groups of people are likely to experience micro-aggressions
- Discuss different types of micro-aggressions
- Discuss the impact
- Discuss how to support your colleagues
- Discuss ways to cope with micro-aggressions

Which
Demographic
of People are
Likely to
Experience
Micro-
aggressions?





What Are Everyone's Thoughts About Micro-aggressions?

What are Micro-aggressions?

- **Microaggressions have been described as everyday verbal, behavioral, or environmental indignities, whether intentional or unintentional, that convey hostile, derogatory, or negative slights and insults toward members of oppressed groups (Nadal, 2008)**

3 Categories of Micro-aggressions

- Micro-assaults-blatant verbal derogatory comments made
- Micro-invalidations-communications that convey rudeness or insensitivity and demean a person's identity
- Micro-insults-communications that negate or nullify the psychological thoughts and feelings psychological thoughts, feelings, or experiential reality of the marginalized group.

The slide features two teal-colored geometric shapes: a large parallelogram on the left and a triangle on the right, both pointing towards the center.

Group Exercise

Examples of Micro-aggressions

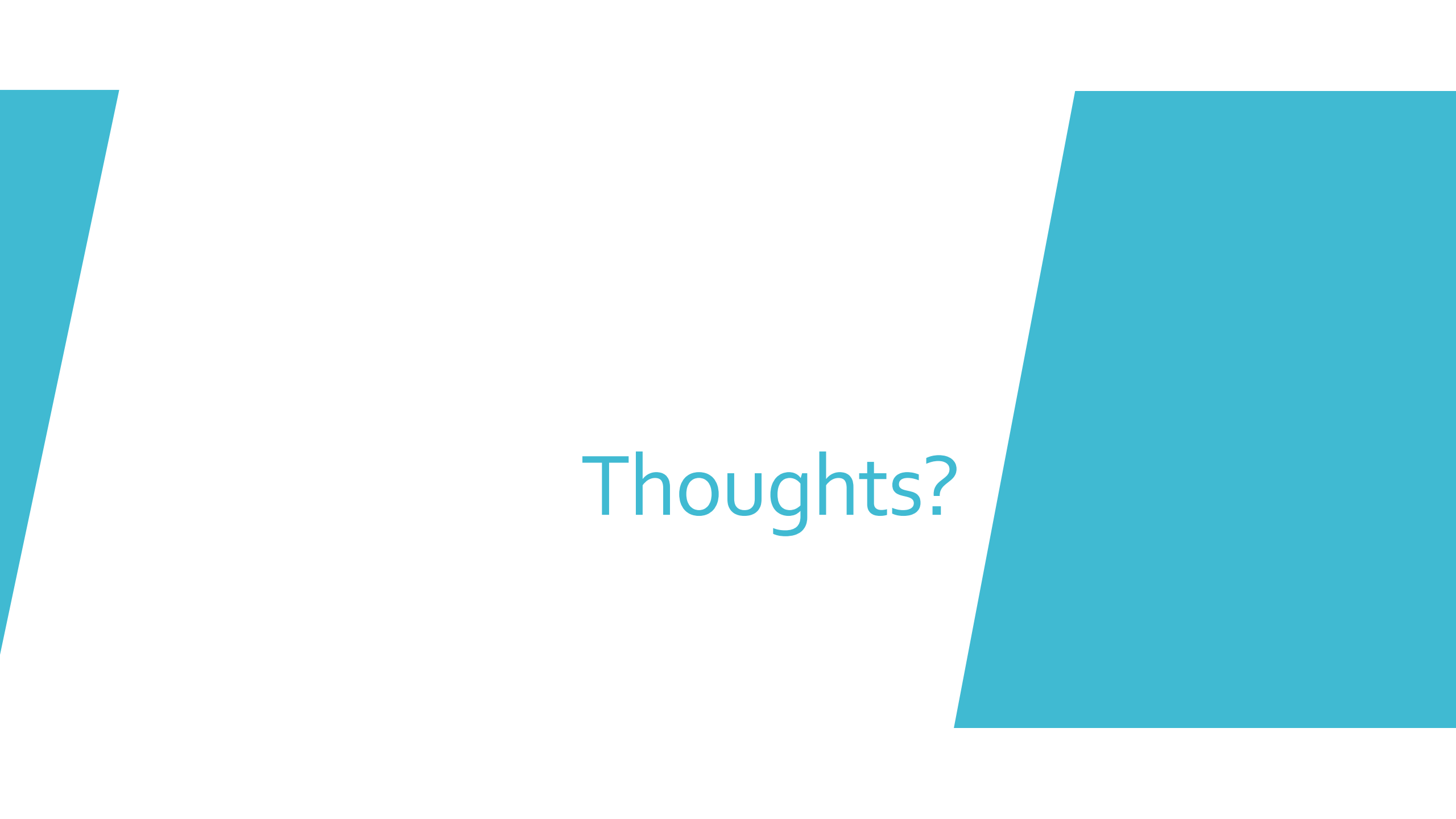
- **Alien In Own Land**
- **Ascription of Intelligence**
- **Colour Blindness**
- **Criminality-Assumptions of Criminal Status**
- **Denial of Individual Racism**
- **Myth of Meritocracy**
- **Pathologizing Cultural Values/Communication Styles**

Examples of Micro-aggressions

- **Second-Class Citizen**
- **Environmental Micro-aggressions**
- **Gender**
- **Age**
- **Masculinity**
- **Sexuality**
- **Mental Health**
- **Parental Status**

Video

- <https://youtu.be/e4N5ob76cZc>

The image features a white background with two large, solid teal-colored geometric shapes. On the left, a teal triangle points towards the center. On the right, a teal trapezoid is positioned, also pointing towards the center. The word "Thoughts?" is centered between these two shapes.

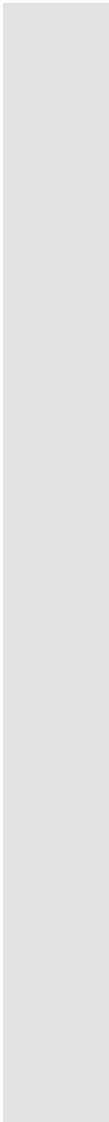
Thoughts?

Impact of Micro-aggressions

- **Loss of Confidence**
- **Confusion**
- **Depression**
- **Sleep Issues**
- **Lower Productivity**
- **Anxiety**
- **Exhaustion or Fatigue**

Impact of Micro-aggressions

- **Lower self-esteem**
- **Anger**
- **Higher stress levels**
- **No Motivation To Go To Work**
- **Hopelessness**
- **Suicidal Thoughts**



Group Exercise

How to Address Micro- Aggressions

- Knowing when it is the right moment to address it!
- What is your relationship with the person who made the comment?
- What is your personal awareness of the micro-aggression's subject?
- Brush it off
- Come back to it later

What If You Committed A Micro- aggression?

- Pause and take a moment!
- Ask for clarification
- Listen for understanding
- Acknowledge and apologize
- Create space for follow-up

What Is The Typical Way People Cope With Micro- aggressions?

- Resisting or reclaiming your choice
- Retreating, Reframing, or Withdrawing
- Rejecting or Stonewalling
- Restraining and Internalizing

How To Best Cope with Micro- Aggressions

- Find a space to talk about your experience
- Address the micro-aggression
- Self-Care!
- Seek outside supports

Contact Information

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