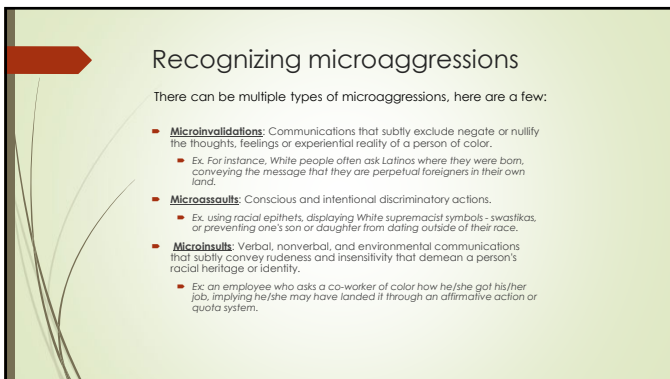




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Defining Microaggression further..

"Microaggressions are brief and commonplace verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults that potentially have harmful or unpleasant psychological impact on the target person or group."

Sue et al. *Racial Microaggressions in Everyday Life, Implications for Clinical Practice*. Am. Psychol. 2007



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Innocuous or harmful?

- "When I see you, I don't see color." (signaling that the person doesn't acknowledge your Blackness or won't hold it against you)
- "We are all one race: the human race." (signaling that your experience as a Black person is no different from the experience of people of other races)
- "You are so articulate." (signaling that Black people are not usually capable of competent intellectual conversation)
- "I see your hair is big today! Are you planning to wear it like that to the client meeting?" (signaling that natural Black hairstyles are not professional)
- "Everyone can succeed in society if they work hard enough." (signaling that disparate outcomes for Black people result from laziness)

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Microaggressions – a working definition

- Microaggressions are the everyday verbal, nonverbal, and situational slights, snubs, or insults....
 - These can be intentional or unintentional
- **AND** they communicate hostile, derogatory, or negative messages to a target person or group based solely on a marginalized group membership.

-Dr. Derald Wing Sue
- A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude towards a marginalized group
- Also: behavior or speech that is characterized by comments or actions

Microaggression, Merriam-Webster Dictionary,
<https://www.merriam-webster.com/dictionary/microaggression>

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Compliment or Microaggression


- Microaggressions can appear harmless **BUT** contain demeaning hidden messages.



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How do microaggressions make people feel?

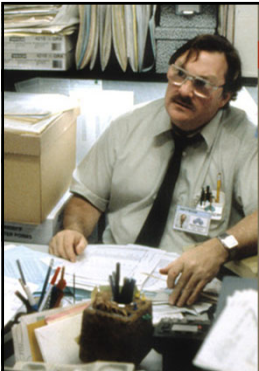
- Unsafe
- Dismissed
- Disrespected
- Excluded
- Misunderstood
- Judged
- Vulnerable



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Is it really that bad?

- Some refer to microaggressions as a "death by a thousand cuts."
- People who are subjected to microaggressions often become disengaged and experience negativity and anxiety.
- In the workplace, people subjected to microaggressions experience burnout at a higher rate than other employees.



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Yes...it really is!

- Microaggressions can be based on race, ethnicity, religion, gender, sexual orientation, disability or other characteristics.
- They can
 - Affirm a stereotype about a minority group.
 - Belittle members of a minority group.
 - Suggest discomfort about a minority group
 - Presume all minority group members are the same
 - Minimize/deny bias or discrimination against a minority group.

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Microaggression can involve bias...


- Microaggressions are one outgrowth of implicit bias.
- According to Columbia University's Derald Wing Sue, defines microaggressions as "prejudices that leak out in many interpersonal situations and decision points," which are experienced as "sights, insults, indignities, and denigrating messages."

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Practical Effects of Some Biases

- Perception Bias: The tendency to form stereotypes and assumptions about certain groups that make it impossible or nearly impossible or nearly impossible to make an objective judgment about members of those groups.
- Affinity bias: The tendency to warm up to people like ourselves.
- Halo effect: The tendency to think everything about a person is good because you like that person.
- Confirmation Bias: The tendency for people to seek information that confirms pre-existing beliefs or assumptions.


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Solutions: How can we address microaggressions effectively

- **Be clear about what occurred.**
 - What is the relationship like between you and the person who made the comment?
 - What was the context of the comment?
 - Was it ill intended or a joke in poor taste?
 - Was embarrassment a factor?
- **Respond immediately to the comment.**
 - Immediate responses alert the person that the comment was offensive and unwelcome.
 - Immediate responses alert the person that they need to be more aware.


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Solutions continued...

- **Pick your battles**
 - Take some time to process to ensure you understood the context.
 - Respond when calm and not emotional.
 - Not every statement made deserves a response or acknowledgement.
- **Disarm the microaggression**
 - Do not become defensive and instead try to assist.
 - Ask for clarification – "what did you mean...?"
 - Offer a different perspective on what was said – "I know you said _____, but what I heard was _____, do you see how that could be somewhat offense?"

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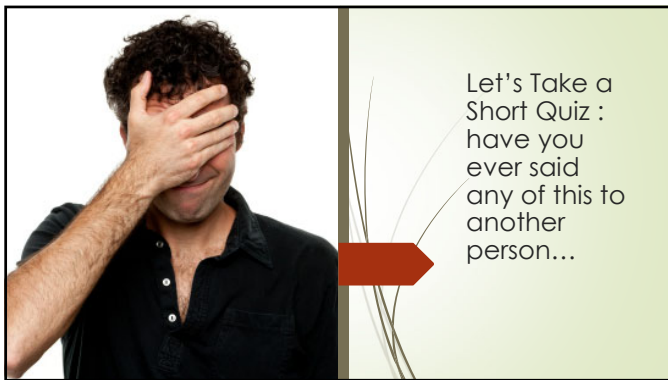
The consequences of microaggressions are problematic for all involved...

- The received may continuously experience discrimination, no matter how subtle, and will begin to detach.
- The perpetrator delivering microaggressions may find a rapport with colleagues may be built on bias, intentional or unconscious, and is meaningless.
- A person observing a microaggression may find it awkward and uncomfortable. Over time, this could have a cumulative effective on the individual.

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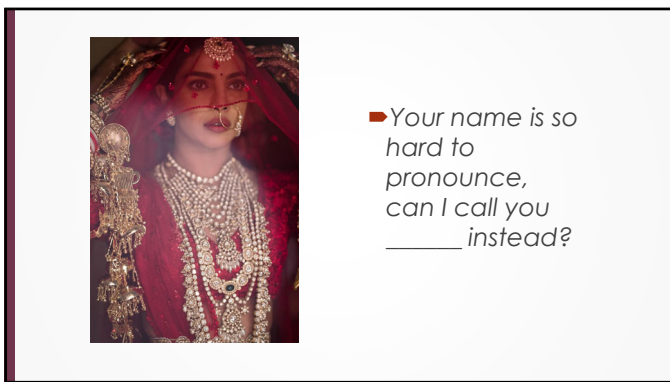
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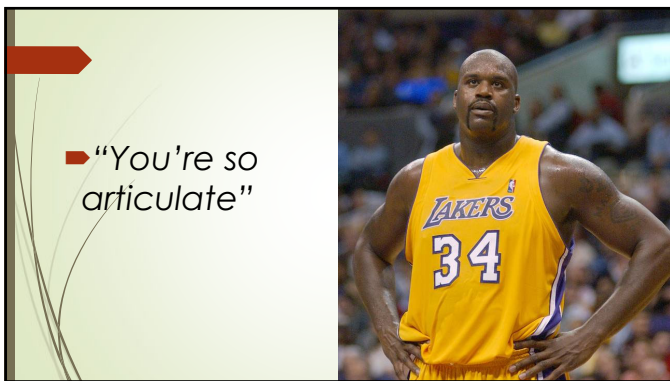
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You're a lawyer?! You're so pretty!

You're a lawyer? You should be a model instead?



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Kina Harding

The Harding Firm



Kina Harding is an attorney who is dedicated to her clients' family affairs. She attended American University and Pepperdine University. Kina is licensed in Federal District court as well as the Arizona Court of Appeals. She was recently inducted into the "Top 40 under 40" trial attorneys. She strives to be the best and continuously looks for educational opportunities to hone her skills as a successful litigator.

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Attorney Harding has been practicing in the Gilbert/Mesa area for several years and is extremely familiar with the Arizona Rules of Family Law Procedure. She looks forward to the opportunity to help you resolve your family law matter.

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Dwayne Burns is an experienced trial attorney who defends clients in complex litigation, including product liability, medical device and asbestos matters. He has represented clients in product liability and other matters involving catastrophic injury, medical malpractice and wrongful death claims. He has first-chaired more than 50 bench trials to verdict and handled two jury cases which settled after juries were empaneled. Dwayne has also conducted more than 60 mediations and multiple arbitration proceedings. In addition to drafting and arguing motions and conducting depositions of defendants, witnesses and expert witnesses, he has completed field investigations and proxy testing with experts.

Dwayne has handled product liability cases involving seatback failure, roof crush, glazing, tire failure and airbags as well as medical devices and other products. He has also worked on personal injury cases involving cryoburns associated with surgical procedures. In one case, he also advised a client on claims of criminal wrongdoing brought in addition to product liability claims.

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