

# Microaggressions

# About Us



*Studio 5 - Learning and Development  
Growing People. Growing Companies*

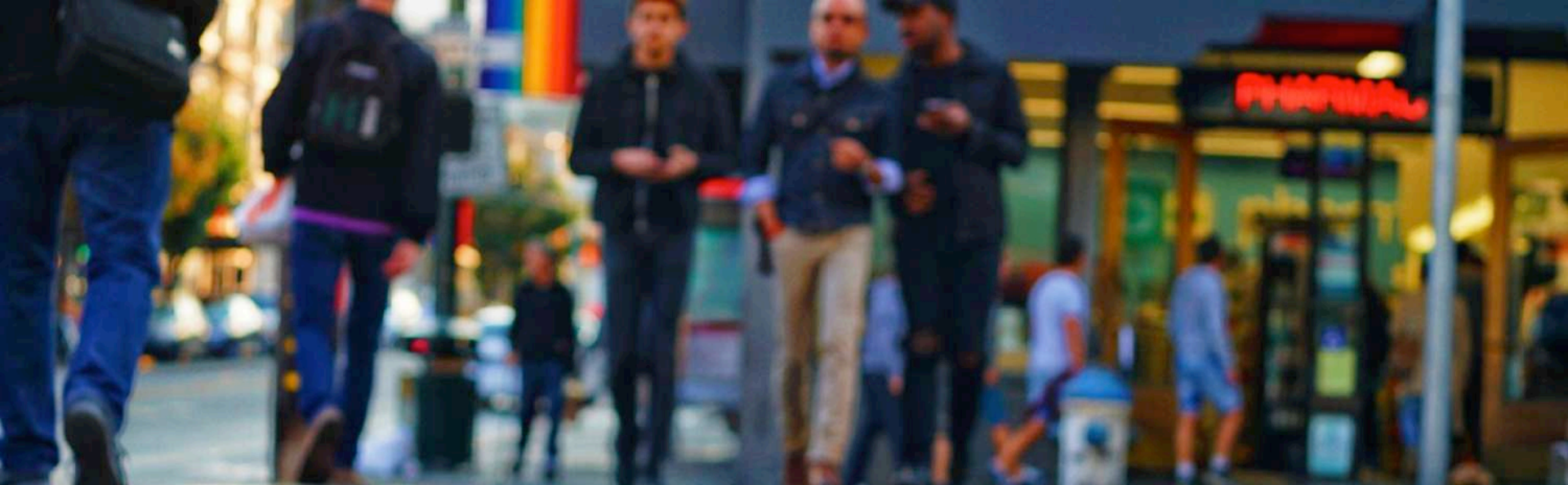
*Studio 5 is a people development company. We serve as an external resource for companies that either lack people development divisions or whose people development division teams need additional resources.*

- *The Cultivating Change Foundation is aimed at valuing and elevating LGBT agriculturists through advocacy, education, and community.*
- *The foundation is powered by Studio 5 - Learning & Development. Growing People. Growing Companies.*



# Objectives

- Define microaggressions
- Discuss how microaggressions impact us and others in the workplace
- Identify techniques to manage, minimize and eliminate microaggressions in our workplace



# Objective 1: Define Microaggression



## Definition:

Microaggressions are the everyday encounters of subtle discrimination that people of various marginalized groups experience throughout their lives (Sue et al., 2007)



Microaggressions can be:  
Intentional - Unintentional - Unconscious

- **Intentional:** the perpetrator is aware of their actions and seeks to intentionally make others feel uncomfortable or hurt
- **Unintentional:** the perpetrator may be aware of their actions, but may not realize the negative impact they may have on people
- **Unconscious:** the perpetrator doesn't even know they did something



Microaggressions can be:  
Verbal - Behavioral - Environmental

- **Verbal** - saying, “That’s so gay”
- **Behavioral** - Changing direction on a sidewalk because of the demographic of the person approaching you
- **Environmental** - “Hanging a Confederate Flag”





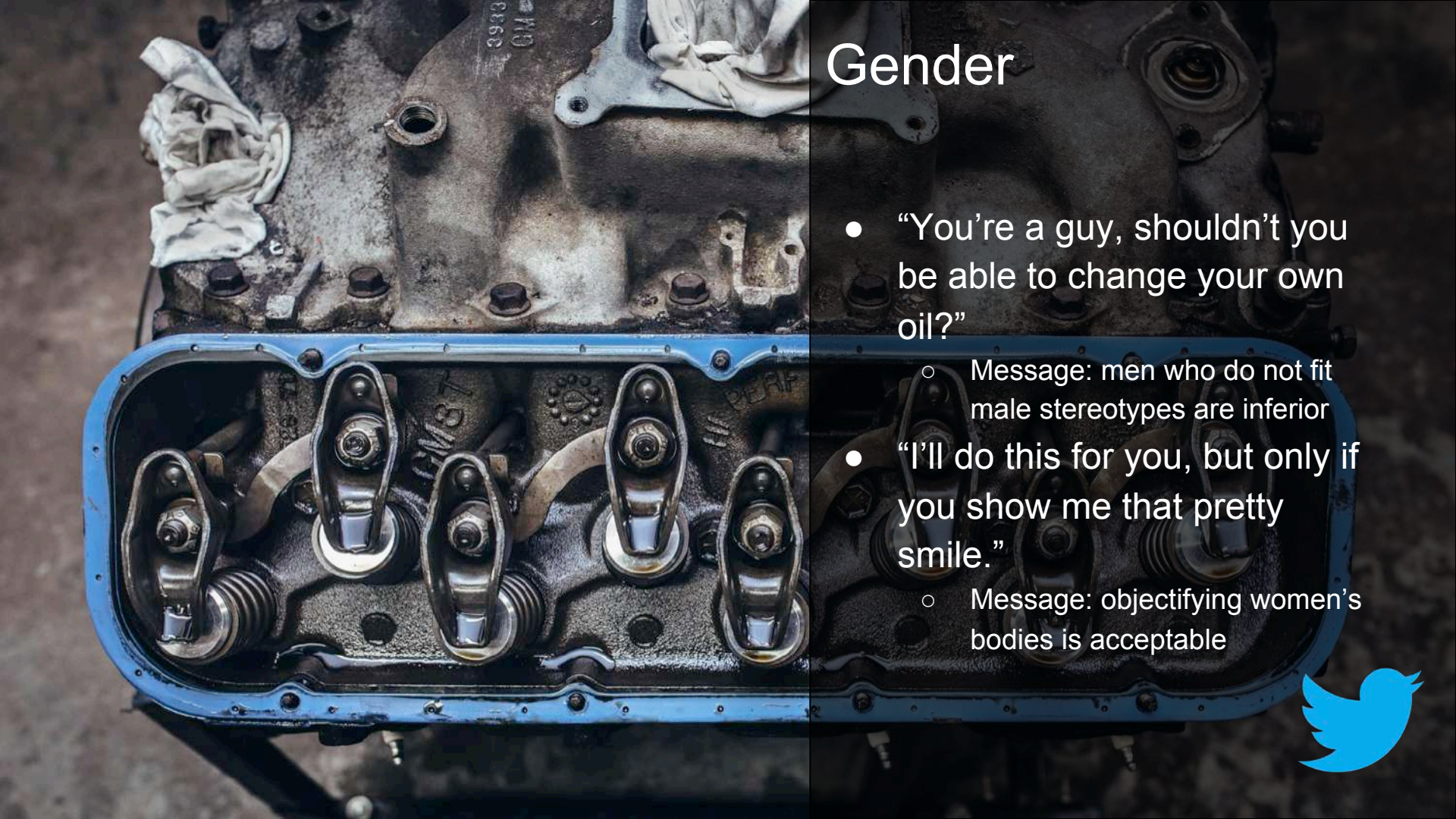
# Examples



# Race

- “You don’t act like a normal black person.”
  - Message: denying a person of color’s racial/ethnic experiences and identity
- “Where are you from?”
  - Message: you are a foreigner/you don’t belong





# Gender

- “You’re a guy, shouldn’t you be able to change your own oil?”
  - Message: men who do not fit male stereotypes are inferior
- “I’ll do this for you, but only if you show me that pretty smile.”
  - Message: objectifying women’s bodies is acceptable





# Age

- “Are you old enough to work here?”
  - Message: because you look young you are not competent or trustworthy
- “I guess they can teach old dogs new tricks.”
  - Message: older people are incompetent or have less value in the workplace



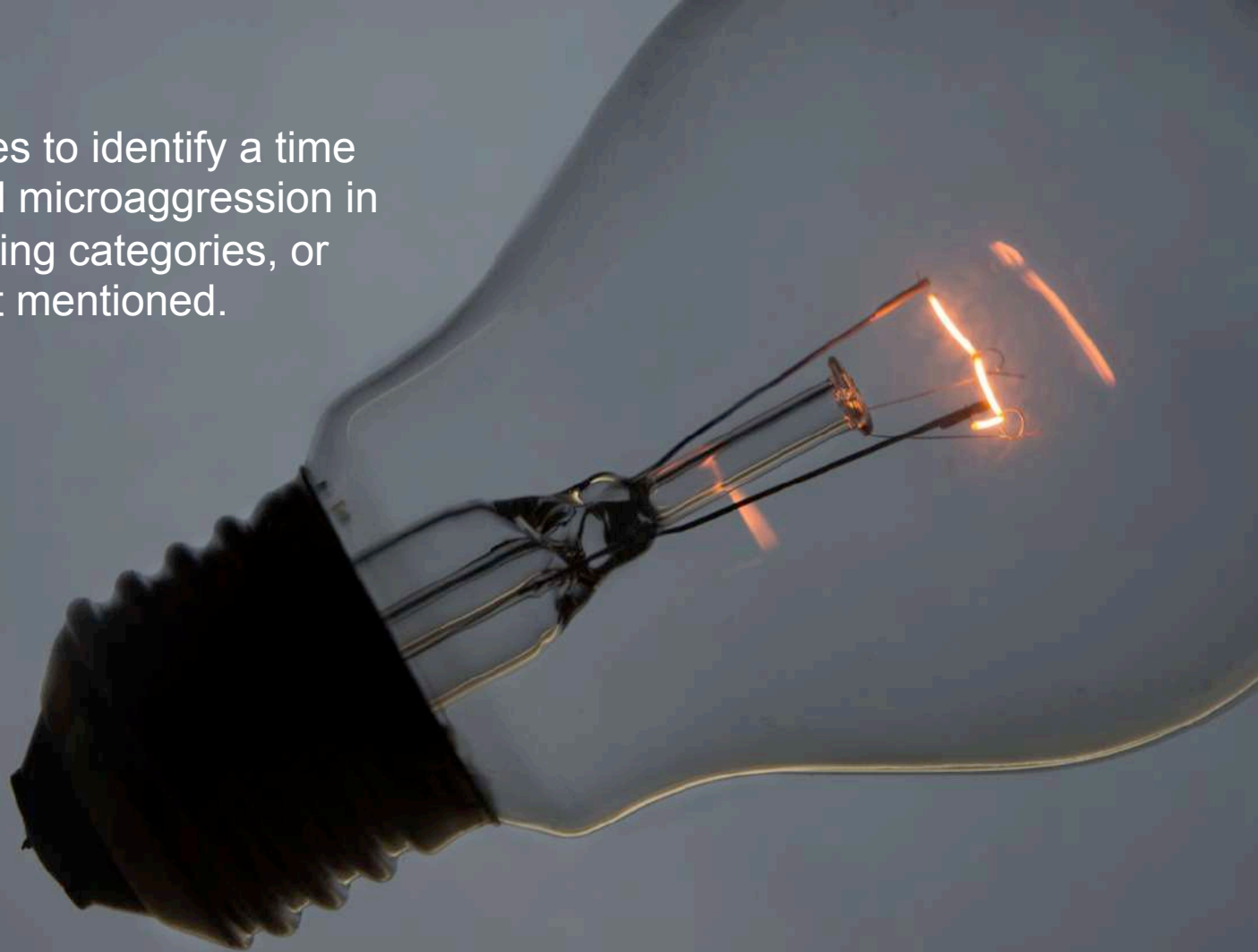
# LGBTQ


- “That’s so gay”
  - Message: being gay is associated with negative/undesirable characteristics
- “When did you decide that you were gay?”
  - Message: sexuality is a choice
- **Video:**
  - <https://www.youtube.com/watch?v=5E5aP3LZLfI>
  - [https://www.youtube.com/watch?v=5OXQ\\_HhonTw](https://www.youtube.com/watch?v=5OXQ_HhonTw)

A group of five people standing side-by-side, wearing various styles of clothing. From left to right: a man in a red and white checkered button-down shirt and dark pants; a woman in a blue patterned sweater and grey pants; a man in a plaid shirt over a dark t-shirt and blue jeans; a woman in a white long-sleeved top and blue jeans; and a man in a yellow t-shirt and blue jeans. The background is a light-colored brick wall.

# Personal Examples

Take a few minutes to identify a time you've experienced microaggression in one of the following categories, or another not mentioned.




- 
- When have you **experienced** microaggression?
  - When have you **witnessed** microaggression?
  - When have you been a **perpetrator** of microaggression?

Share personal examples

A close-up, low-angle shot of a rainbow flag waving in the wind against a bright, clear sky. The flag's colors—red, orange, yellow, green, blue, and purple—are vibrant and slightly blurred due to motion. A dark horizontal band is superimposed across the middle of the image, containing the title text.

# Microaggression & LGBTQ





# LGBTQ Microaggressions

## Use of heterosexist or transphobic terminology:

- *That's so gay*
- *No homo*
- *Faggot*
- *Tranny*
- *She-male*

## Endorsement of heteronormative culture and behaviors:

- Assumption of an LGBTQ person to be heterosexual
- Encouragement to act in gender-conforming ways
  - *Don't be so flamboyant*
  - *Act more masculine*
  - *Do you have a girlfriend/wife or kids?*
  - *You should play sports, not with Barbie.*

# LGBTQ Microaggressions (cont.):

- Assumption of universal LGBTQ experience:
  - Assuming all LGBTQ people are the same
    - *You're not a typical gay guy*
    - *You would like \_\_\_\_\_ because they're gay.*
    - *All lesbians are masculine/butch*
    - *Bi-sexuals are confused*
- Discomfort or disapproval of LGBTQ experience:
  - Treating LGBTQ people with awkwardness and/or condemnation
    - Looking at same sex couple holding hands with disgust
    - *Your sexuality is an abomination*
    - *Transgender is unnatural*
    - *Uncomfortable with all-gender bathrooms*





# LGBTQ Microaggressions (cont.):

- Assumption of sexual pathology or abnormality:
  - Assumption that LGBTQ people are sexual deviants or overly sexual
    - *Gay people probably have AIDS*
    - Gay people are more perverted
    - LGBTQ people are more likely to be child molesters
    - Being wary of LGBTQ teachers/babysitters
    - A straight man assuming a gay man will hit on them
- Denial of bodily privacy:
  - Objectifying transgender bodies
    - Katie Couric asking Carmen Carrera about her genitals

A blurred city street scene at night. In the foreground, a paved walkway features several parallel lines in green, yellow, and red. In the background, several people are walking, and a rainbow flag is visible on a pole. A store with a red neon sign is also visible.

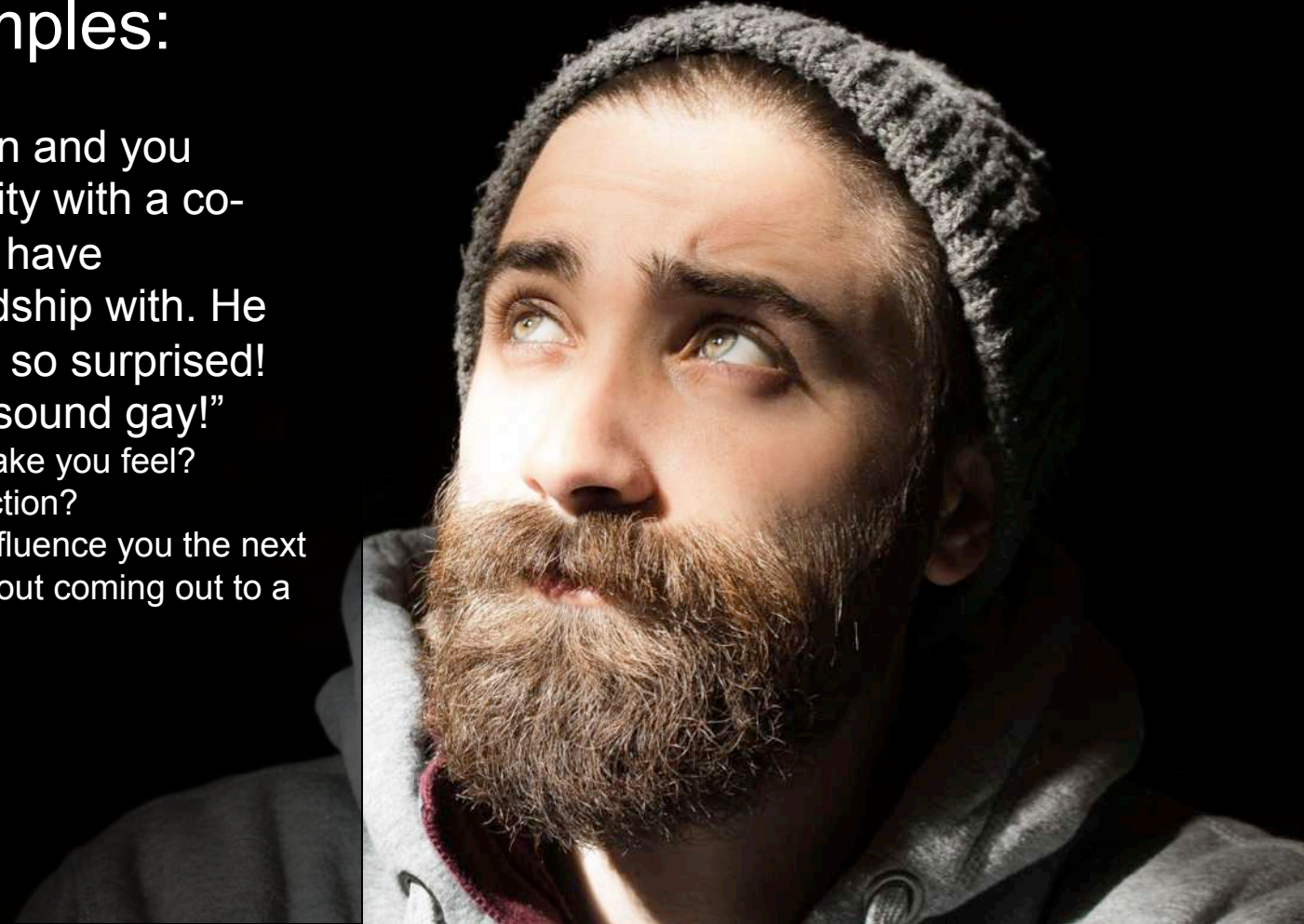
**Objective 2: Discuss how microaggressions impact us and others in the workplace.**

A photograph showing the lower half of a person standing in a field of dry, yellowish-brown grass. The person is wearing dark-colored trousers with the cuffs rolled up and brown leather lace-up boots. The background is a blurred landscape under a bright sky. A dark, semi-transparent horizontal band is overlaid across the middle of the image, containing white text.

# **Put Yourself In Their Shoes: Real Life Examples**

# Real Life Examples:

- You are a gay man and you share your sexuality with a co-worker whom you have developed a friendship with. He replies: “Wow, I’m so surprised! You don’t look or sound gay!”
  - How does this make you feel?
  - What is your reaction?
  - How could this influence you the next time you think about coming out to a co-worker?



# Real Life Examples:

- You are a gay man with a straight female supervisor. In a staff meeting your supervisor comments that, “gay men think they know everything about home decor.”
  - How does this make you feel?
  - What is your reaction?
  - How would this influence how you “show up” around your supervisor in the future?





**What is the Impact?**



# Potential Impacts

- Alienation
- Create and enforce realities that are: uncomfortable, violent and unsafe
- Imposter syndrome - feeling insecure, undeserving, or unaccomplished enough to be in a particular setting.



A pair of glasses with tortoiseshell frames and clear lenses is resting on an open book. The book's pages are white and slightly aged. The glasses are positioned diagonally across the center of the frame. A dark grey horizontal band is overlaid across the middle of the image, containing the text 'Research Shows' in white, bold, sans-serif font.

# Research Shows

# Research Shows

- Frequency of microaggressions correlate with frequency of reported:
  - Depression
  - psychological distress
  - physical health issues
- “Further Exploring” - some research



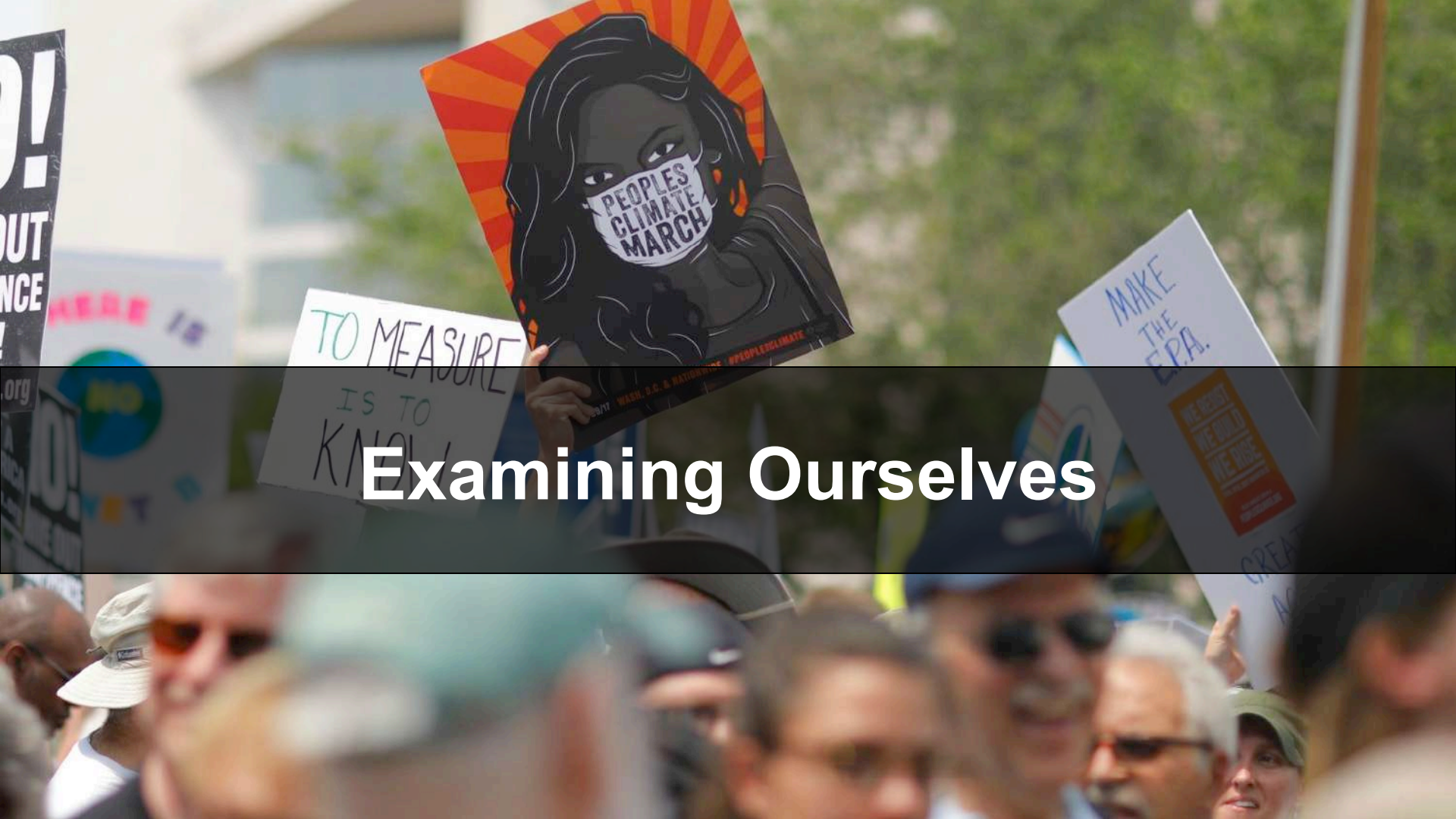
# Further Exploring

- [Stop Saying “That’s So Gay!”: 6 Types of Microaggressions That Harm LGBTQ People](#)
- [Racial Microaggressions in Everyday Life: Implications for Clinical Practice](#)



A blurred city street scene at night. In the foreground, a sidewalk is marked with parallel lines in green, yellow, and red. In the background, several people are walking, and a rainbow flag is visible. A red neon sign is also present in the distance.

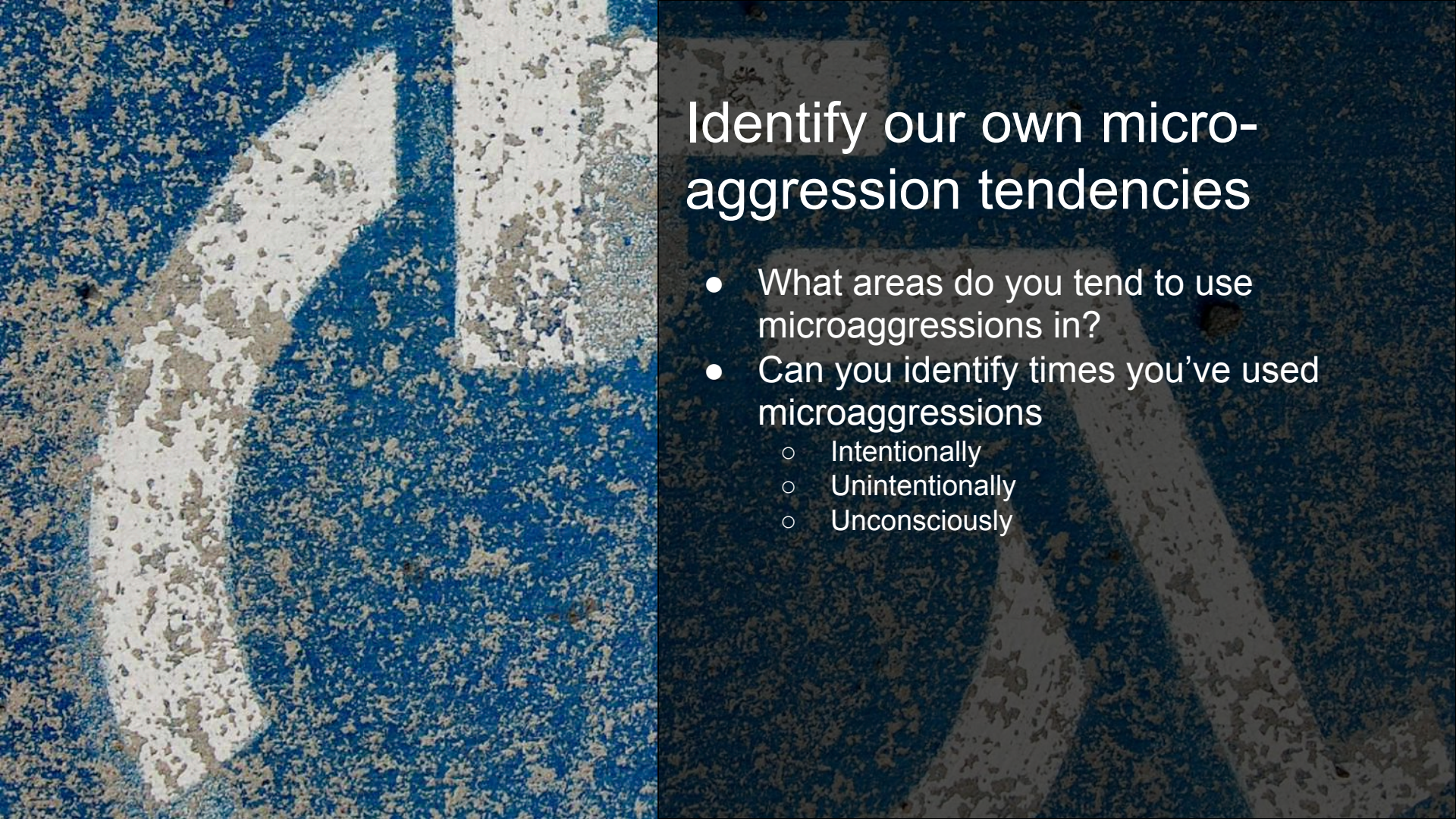
**Objective 3: Identify techniques to manage, minimize and eliminate microaggressions in our workplace.**



# Examining Ourselves



Microaggressions do not emerge from a vacuum. Often, they expose the internalized prejudices that lurk beneath the veneer of our carefully curated public selves.



# Identify our own micro-aggression tendencies

- What areas do you tend to use microaggressions in?
- Can you identify times you've used microaggressions
  - Intentionally
  - Unintentionally
  - Unconsciously





# Taking A Stand

Impact  
Full

Power  
Now

# Strategies for Stopping the Use of Microaggression

STOP USING THE LANGUAGE:

Admit

Learn

Apologize



# Strategies for Stopping the Use of Microaggression

- Correct others (social influence)
  - Calling out microaggressions can serve as a deterrent.
  - Accountability incentivizes more thoughtful communication across lines of gender, race, sexuality, and gender identity.
  - Empathy can help lead to a more inclusive atmosphere.





If you are LGBTQ experiencing microaggression:

- Know you aren't alone
- Be aware of not committing microaggression against each other

An elderly man with white hair and a beard stands on the left, wearing a light-colored tunic. A young boy with dark hair stands on the right, wearing a red t-shirt with a graphic that says "OUTSPORT" and "Respect". They are both looking towards the right. A semi-transparent black horizontal band is overlaid across the middle of the image, containing the text "Personal Action Plan" in white.

# Personal Action Plan

# Personal Action Plan

- What microaggressions exist in your workplace?
- What are **three** things you can start or stop doing today to help manage, minimize and eliminate these microaggressions in your workplace?



# Personal Action Plan

- **Who can you share this information with?**
  - How will you do that?
- **Who can you invite into your plan?**
  - How will you do that?





Thank You!

For more information:  
[www.cultivatingchange.org](http://www.cultivatingchange.org)





WATER IS SACRED  
NO PIPELINES!

WATER IS LIFE

PROTECT OUR MOTHER EARTH

WE RESIST

WE RESIST

WE MAKE AMERICA GREAT

UPROSE

UPROSE

PROTECT

MOVEMENT

SEC  
#N  
ELA

ANCE  
+~  
GRANTS

IMMIGRANTS  
make  
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NO HATE NO FEAR  
Refugees are welcome here!

PROUD  
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♡ ALL



