

## Microaggressions- Primer

### What are microaggressions?

Microaggressions show up as statements, assumptions and interruptions. They are the everyday indignities and insults that members of marginalized groups endure in their routine interactions with people in all walks of life. In the workplace, these “subtle acts of exclusion” come in many forms.

### Microaggressions are the expression of implicit/unconscious bias.

Unconscious/ implicit bias are the subconscious assumptions about differences that affect our expectations of people; our evaluations of their work and their performance as individuals.

Everyone has Implicit / Unconscious bias(es). We need to be able to understand how they are expressed (microaggressions) and how they can be acknowledged and addressed (bias interrupters).

### Examples of Microaggressions for Women in SETT:

- Women Lower Their Leadership Aspirations
- Women Are Promoted (And Earn) Less
- Devaluing Woman-Dominated Job Positions
- Being Given “Work Housework”
- Only Carrying Company Merchandise in Men’s Sizes

### Strategies for Dealing with Microaggressions as a Woman in SETT:

- Present Another Way of Viewing the Situation
- Challenge the Microaggression
- Express Your Disagreement
- Explain Why You Disagree

### Strategies for Dealing with Microaggressions if you employ, manage, or work with Women in SETT:

- Understand Unconscious Bias & Microaggression
- Recognize the expressed problem
- Interrupt the bias/ microaggression
- Implement system-wide changes
- Implement role-level changes
- Measure the change in behaviour and culture

