



# MICROAGGRESSIONS

experiencing and responding to microaggressions at work

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# OUR TIME TOGETHER:

- BRIEFLY REVIEW ENTERPRISE DATA
- WALK THROUGH DEFINITION, CAUSES, AND AFFECTS OF MICROAGGRESSIONS
- DISCUSS SCENARIOS AS GROUP
- BREAKOUT SESSION TIME FOR FURTHER DISCUSSION
- FINAL THOUGHTS AND THANK YOUS

# BUT FIRST, A FEW DISCLAIMERS ...

- NOT AN EXPERT, AND ALWAYS LEARNING
- PERSONAL EXPERIENCES SHARED
- INTENT vs IMPACT – ALLIES ARE CALLED TO ACTION

# WHO WE ARE: STATE WORKFORCE

Executive Branch Diversity

	FY17	FY18	FY19	FY20	FY21
Persons of Color	20.2%	19.6%	20.1%	20.6%	20.8%
Persons with Disabilities	3.2%	3.1%	3.0%	3.2%	3.3%
Female	52.2%	52.5%	52.9%	52.1%	52.1%
X/Non-Binary	N/A	N/A	N/A	0.04%	0.1%
LGBTQ+	N/A	N/A	N/A	0.4%	0.7%
Vietnam Era Veterans	1.6%	1.2%	1.0%	0.8%	0.7%
Veterans with Disabilities	1.2%	1.1%	1.1%	1.0%	1.0%
All Veterans	8.9%	8.2%	7.5%	6.9%	6.7%
Military Spouse	N/A	N/A	N/A	0.2%	0.3%
Persons 40 and Over	67.4%	66.8%	66.1%	65.5%	65.9%

Turnover by Diversity

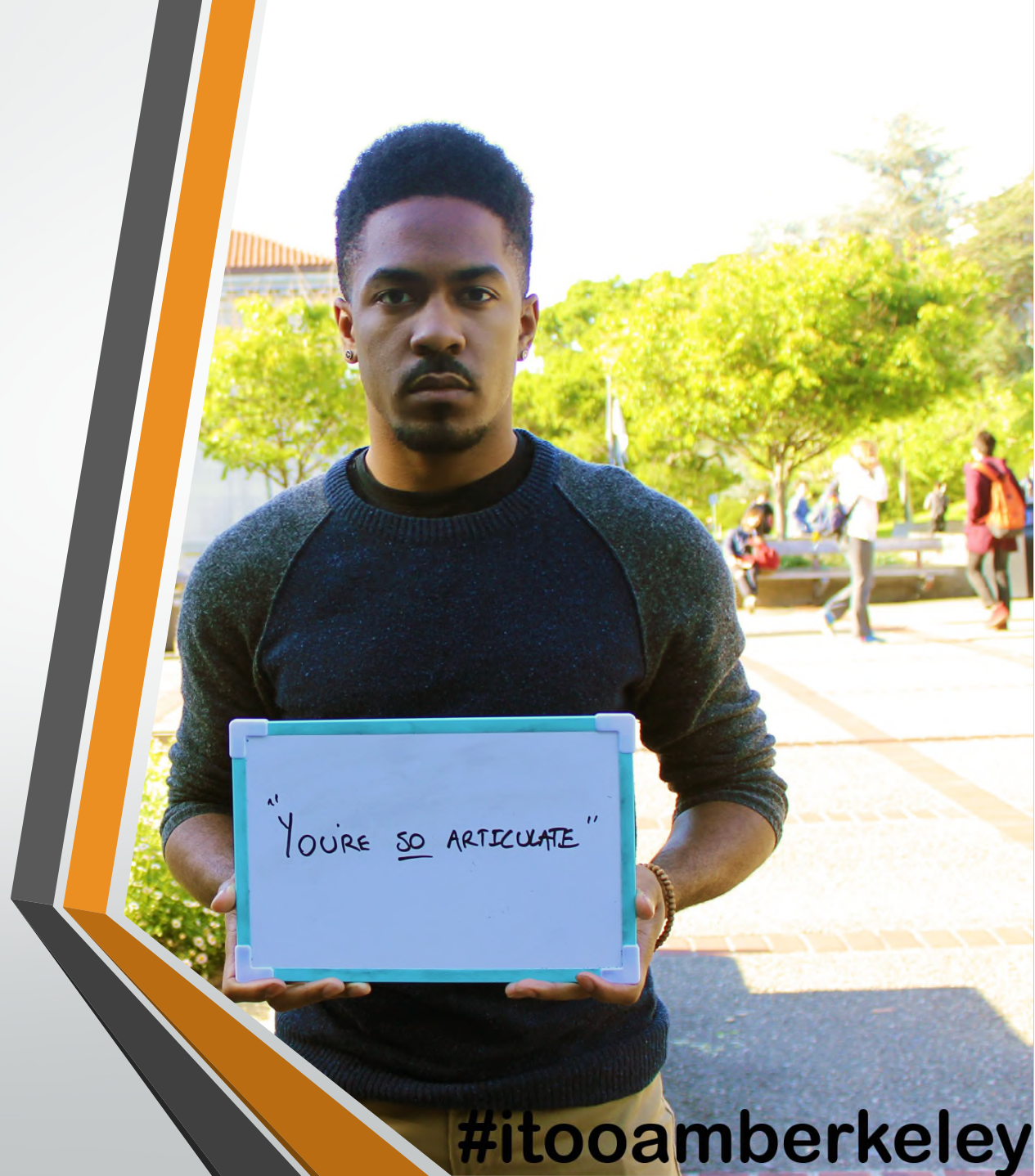
	FY17	FY18	FY19	FY20	FY21
Persons of Color	21.3%	19.0%	20.5%	20.4%	19.2%
Persons with Disabilities	4.0%	4.1%	4.3%	4.3%	5.0%
Female*	56.5%	54.6%	55.4%	54.6%	47.1%
X/Non-Binary	N/A	N/A	N/A	N/A	0.1%
LGBTQ	N/A	N/A	N/A	N/A	0.7%
Vietnam Era Veterans	4.1%	3.7%	2.8%	2.2%	1.9%
Veterans with Disabilities	1.5%	1.7%	1.2%	1.3%	1.2%
All Veterans	10.4%	10.8%	9.3%	8.1%	9.2%
Military Spouse	N/A	N/A	N/A	N/A	0.2%
Persons 40 and Over	63.3%	63.2%	63.0%	63.4%	62.4%

6% of this data are Black employees

# MICROAGGRESSIONS

- Subtle acts of bias
- Reflect structural forms of oppression toward specific groups of people
- Usually unintentional
- Often times ambiguous
- Often committed by wonderful people (micro-inequities)

**On Microaggressions: Cumulative Harm and Individual Responsibility**

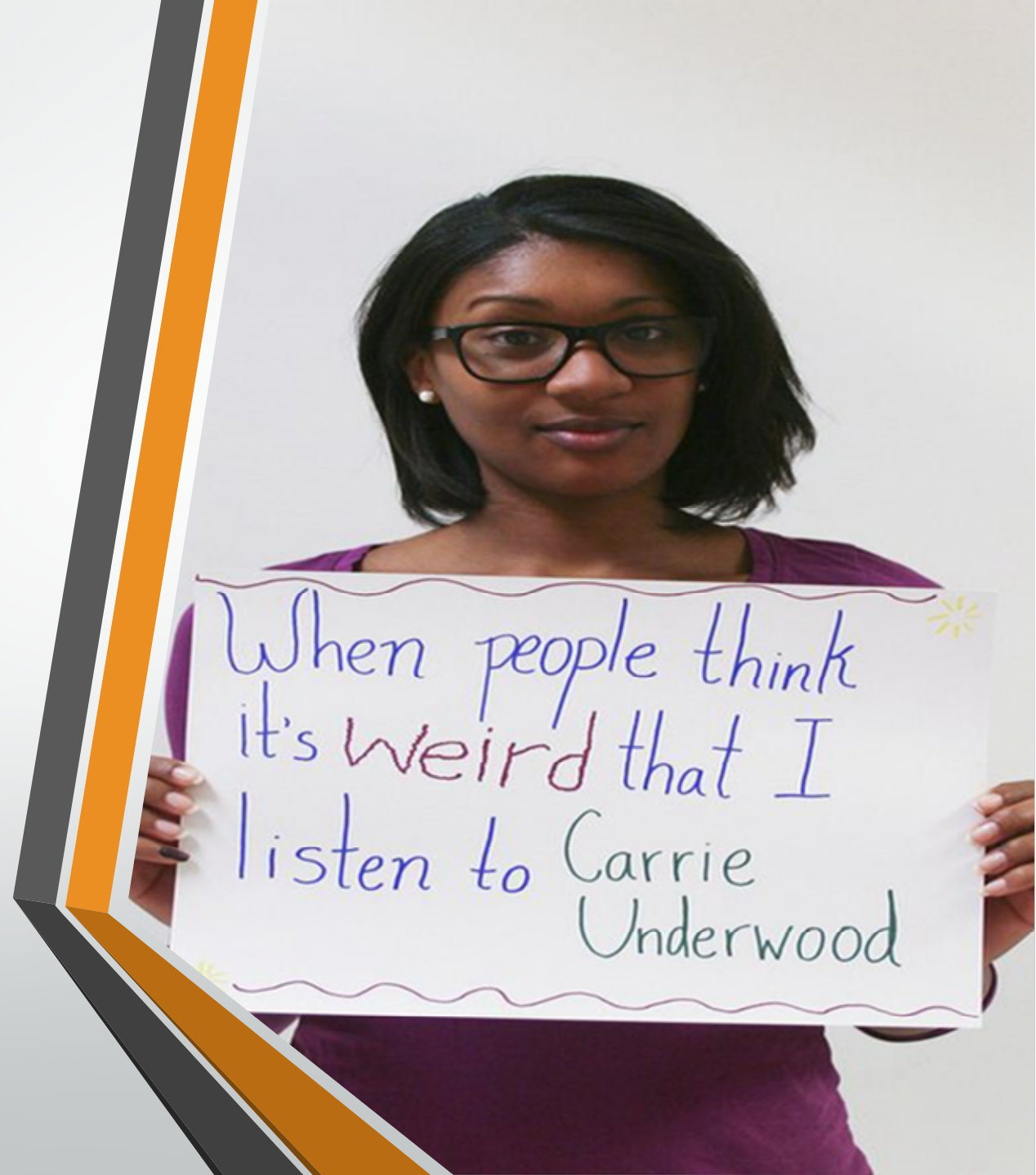


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# THE RIPPLE EFFECT

- Reinforcement of “othering”
- Establishment of privileges
- Personally damaging to self-image
- Professionally demoralizing
- Institutionally destructive

**On Microaggressions: Cumulative Harm and Individual Responsibility**



# HOW MICROAGGRESSIONS SHOW UP

- One group of employees (usually women) are asked to do more administrative/domestic tasks at work (making coffee, ordering lunch for meetings, serving on committees)
- Promotions/work assignments on hold due to family responsibilities (child-rearing, caregiving of other adults)
- An employee (typically person of color) hired in leadership position asked how they heard about the job
- Others?



# WHY MICROAGGRESSIONS HAPPEN

- Cultural beliefs/historical practices
- Accepted behaviors in organizations
- Lack of awareness
- Inexperience in change management
- Apathy
- **Others?**



# WHAT CAN YOU DO??

- [March 4, 2019 post](#) from diverseeducation.com addressing allyship v. accomplice behavior
- Ally: being supportive of someone with a shared interest
- Accomplice: requires action, potentially risk
- The challenge: moving from ally to accomplice



# DISCUSSION TIME

- Breakout Rooms for 10 minutes
- Two questions to consider:
  - 1) How do you typically react when you experience or witness a microaggression happening to or around you?
  - 2) How do you think you can respond or intervene in order to prevent future microaggressions happening in the workplace? (handout)