



DID YOU JUST SAY THAT? RECOGNIZING AND ADDRESSING DISABILITY- BASED MICROAGGRESSIONS

CAROLINA BRAVO-KARIMI
WILSON TURNER KOSMO LLP

A dark blue, semi-transparent banner at the top of the slide features a city skyline at night. The buildings are illuminated with various lights, and their reflections are visible on the water in the foreground. The word "GOALS" is written in white, bold, sans-serif capital letters, preceded by a vertical white bar.

GOALS

- Recognizing Microaggressions
- Why Microaggressions Are Harmful
- Interrupting Microaggressions

1 | RECOGNIZING MICROAGGRESSIONS

WHAT IS A MICROAGGRESSION?

- The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. (*Diversity in the Classroom*, UCLA Diversity and Faculty Development, 2014).

| Types of Microaggressions

Microassault: Explicit derogations and purposeful discriminatory actions (essentially explicit discrimination).

Microinsult: Behavioral or verbal remarks that convey rudeness, insensitivity, and demean a person's heritage or identity. Often subtle snubs outside the level of awareness of the perpetrator, microinsults clearly convey a hidden insulting message to the recipient.

Microinvalidation: Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person; they are likely unintentional.

Disabilities

- Visible Disability: Noticeable by looking at a person.
- Non-visible Disability: A physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person's movements, senses or activities.



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A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

MICROAGGRESSION THEMES

- Denial of Disability Experience
- Denial of Personal Identity
- Denial of Privacy
- Helplessness
- Secondary Gain

MICROAGGRESSION THEMES Continued...

- Spread Effect
- Infantilization
- Patronization
- Second Class Citizen

2 | MICROAGGRESSIONS' HARM

INTERNAL DILEMMA

- Did I interpret that correctly?
- Did she say what I think she said?
- What did he mean by that?
- Should I say something?
- Saying something may make it worse
- They'll probably think I'm overreacting
- Speaking up is going to hurt more than it helps

Psychological Impact

- Anxiety
- Depression
- Sleep Difficulties
- Diminished Confidence
- Helplessness
- Loss of Drive
- Intrusive Cognitions
- Diminished Cognition

3 | INTERRUPTING MICROAGGRESSIONS

A background image of a city skyline at night, with various skyscrapers illuminated against a dark blue sky. The buildings are reflected in the water in the foreground.

| Range of Responses

- Ignore it
- Use Humor
- Confront the Person

A dark blue-tinted photograph of a city skyline at night, with numerous skyscrapers illuminated against a dark sky. The buildings are reflected in the water in the foreground.

| When You're the Target

- Consider the context
- Take care of yourself

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| When You're the Upstander

- Be an Ally
- Speak for Yourself

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| When You're the Microaggressor

- Try Not to be Defensive
- Acknowledge, Apologize and Reflect

Potential Responses

- “Ouch”
- Quizzical Look
- Ask for clarification: “What do you mean?”
- “Don’t you mean _____?”
- “Could you repeat that?”
- Focus on the event/behavior (not person)
- “That’s not my experience/the experience of many people”

Tips for Facilitating Difficult Conversations

- Understand why this is important to you
- Prepare
- Be objective and compassionate
- Use “I” statements
- Don’t take it personally
- Approach the conversation with curiosity instead of judgments

How to Avoid Perpetuating Microaggressions

- Slow Down
- Be Willing to Talk About It
- Apologize When Necessary
- Educate Yourself

THANKS!

ANY QUESTIONS?