Creating a Community of Respect

Microaggressions:
subtle verbal and nonverbal communication that are insults disguised as jokes

Who experiences microaggressions?
Anyone. People can experience them as a result of race, ethnicity, gender, sexual orientation, size, age, class, etc.

Impact of microaggressions:
- Stress
- Complicates relationships
- Enthammongering
- Over time: anxiety, depression
- Hostile environment

Creating a community of respect:
- Include inclusivity
- How much do you have to think first?
- How much do you have to consider someone else's feelings?
- Who is responsible when someone is offended?
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Creating a community of respect:
- Consider inclusivity
- How much do I have to think about it?
- How much do I have to consider someone else's feelings?
- Who is responsible when someone is offended?

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Impact of microaggressions:
- Stress
- Complicates relationships
- Disempowering
- Over time: anxiety, depression
- Invisible environment
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- Redefining civility
- How much do I have to think before I speak?
- How much do I have to consider someone else without losing myself?
- Who is responsible when someone is offended?
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Impact of microaggressions:

- Stress
- Complicates relationships
- Dehumanizing
- Over time: anxiety, depression
- Hostile environment
How do address it:

Client
1. Teach mindfulness techniques
2. Feminist therapy: address the bias that exists in society
3. Affirmation
4. Teach assertiveness skills
5. Role play
6. Disclose when appropriate

Environment
Offer a faculty/staff wide training to educate them and to equip them on how to address microaggressions and how to cultivate a community of respect
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