



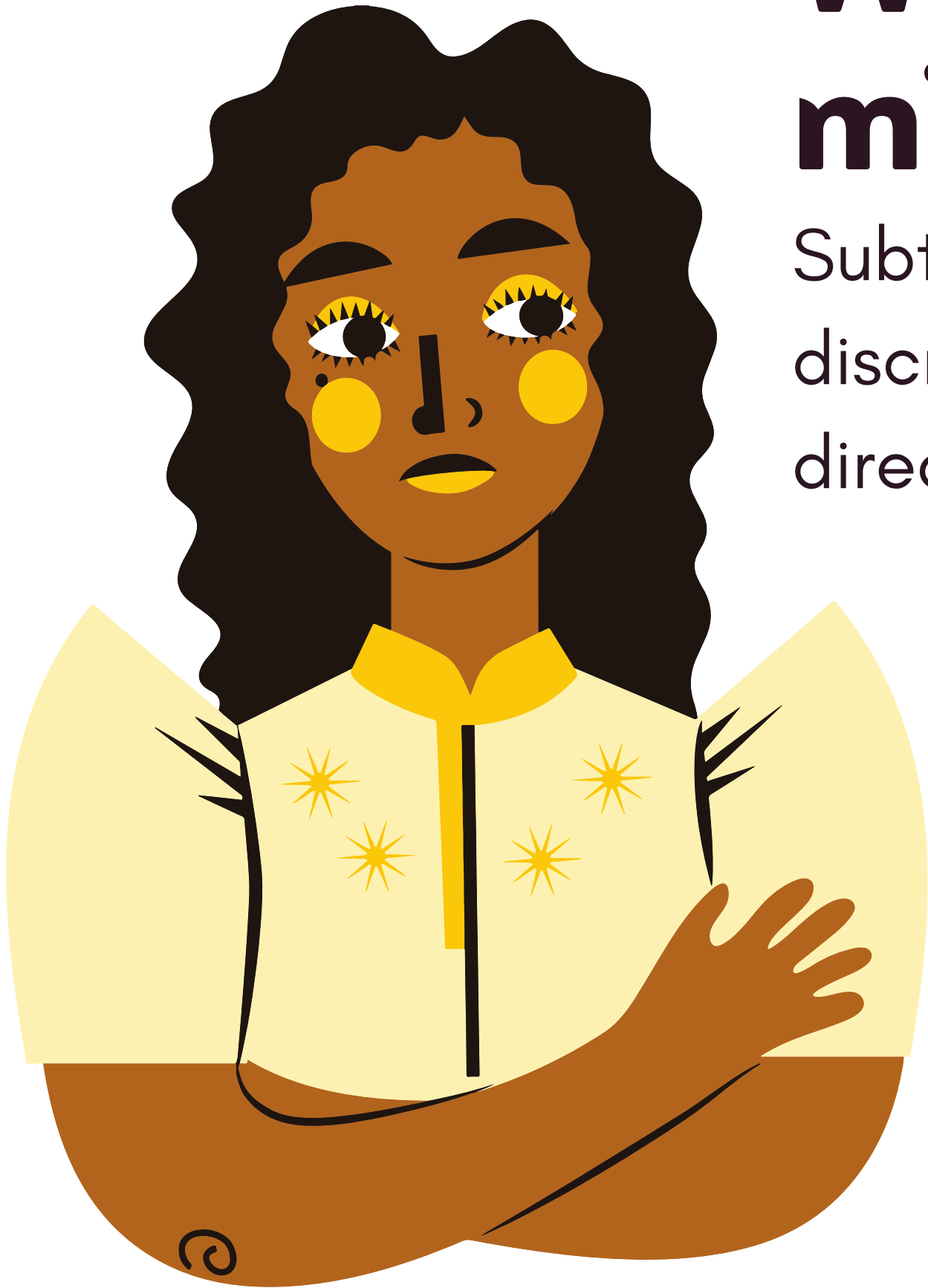
**Put on your
badge, and
please sit in
groups**

Micro-aggressions and Implicit Bias



Training Goals

1. Define and understand microaggressions and implicit bias.
2. Recognize and address prejudiced behavior.
3. Develop strategies for allyship and advocacy.



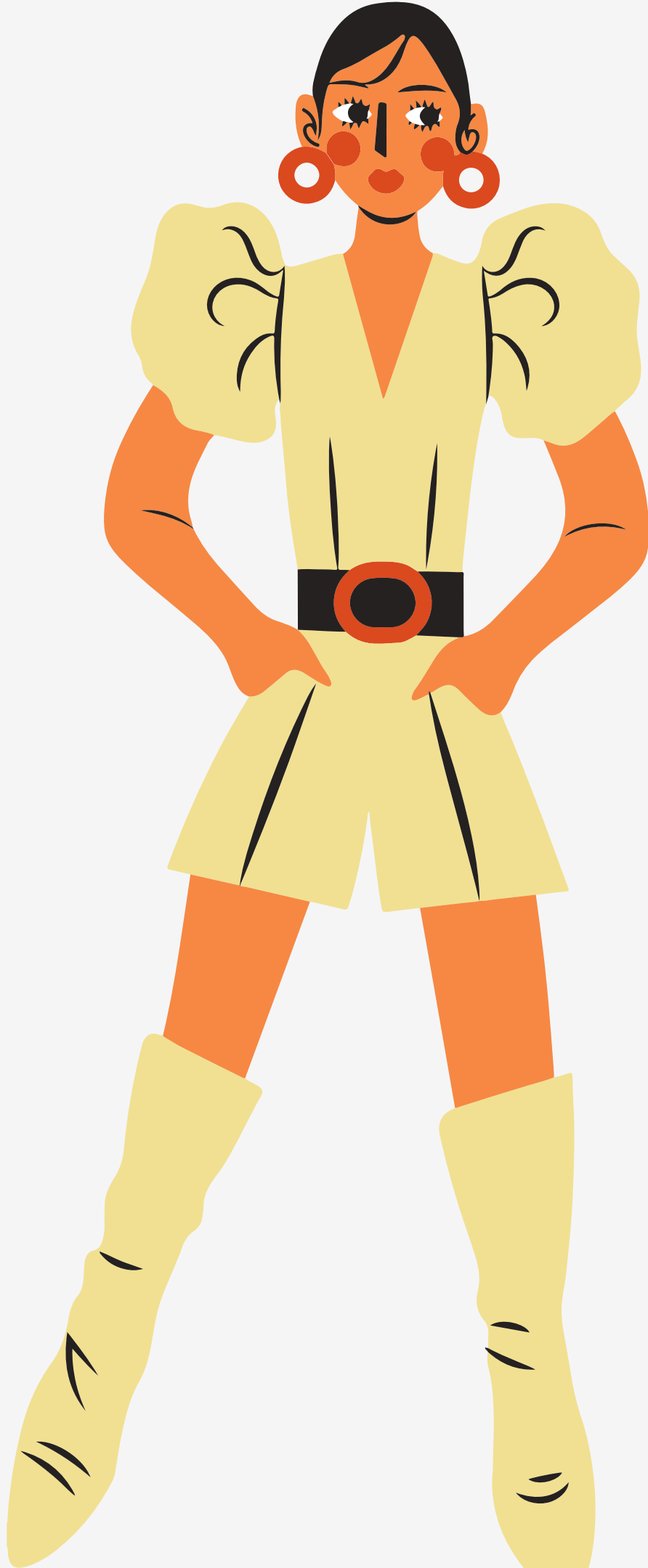
What are microaggressions?

Subtle, often unintentional, discriminatory comments or behaviors directed at marginalized groups.

WHY ARE MICROAGGRESSIONS HARMFUL?

- THEY MIGHT SEEM SMALL IN THE MOMENT, BUT THEY ADD UP OVER TIME AND MAKE PEOPLE FEEL UNWELCOME OR LIKE THEY DON'T BELONG.
- THEY CAN MAKE PEOPLE FEEL LIKE THEY'RE CONSTANTLY BEING JUDGED OR STEREOTYPED.
- THEY SEND A MESSAGE, WHETHER INTENTIONAL OR NOT, THAT SOMEONE IS "LESS THAN" OR DOESN'T FIT IN.
- OVER TIME, EXPERIENCING MICROAGGRESSIONS CAN LEAD TO STRESS, ANXIETY, AND EVEN AFFECT SOMEONE'S CONFIDENCE OR MENTAL HEALTH.

Mosquito Bites...





Examples:

- "You don't look disabled."
- "You don't seem like you're on financial aid."
- "That's so gay."
- "You don't act like a typical [insert race] person."
- "You speak English really well!"

What Is Implicit Bias?

Unconscious attitudes or stereotypes that affect understanding, actions, and decisions.

WHY DOES IT MATTER?

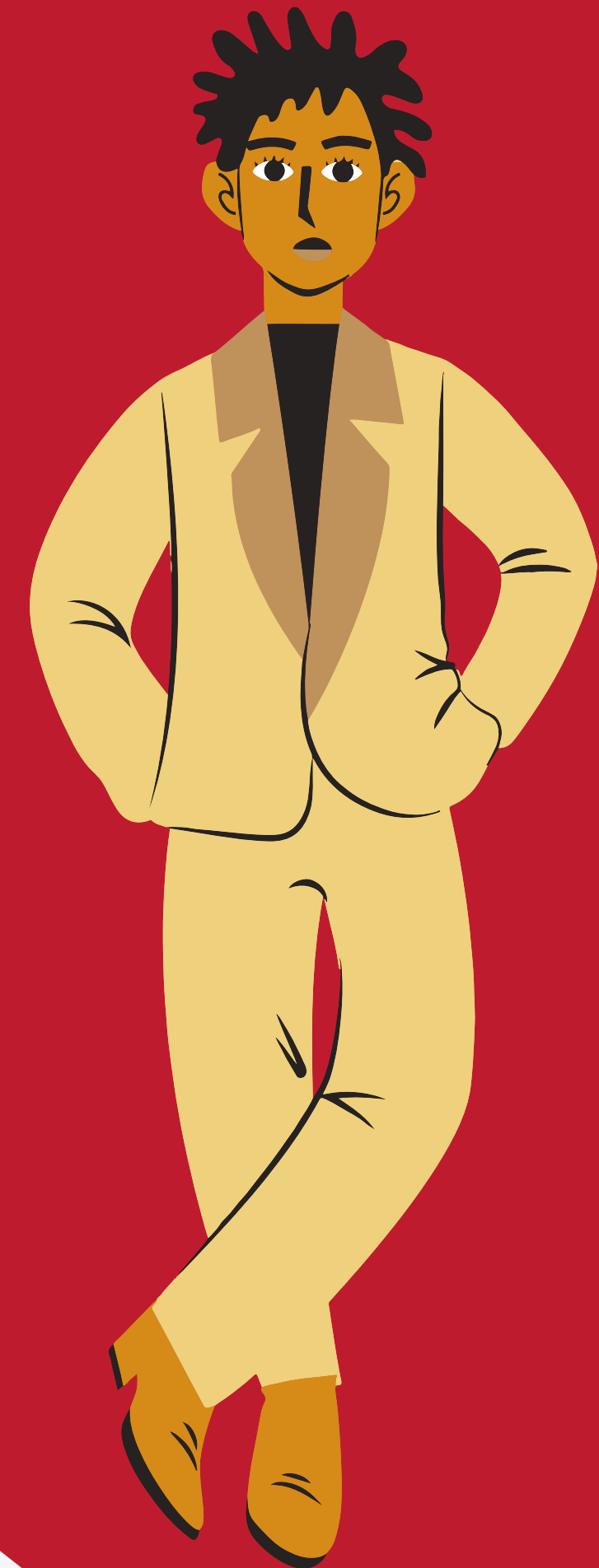
- IMPLICIT BIASES SHAPE THE WAY WE SEE AND TREAT PEOPLE, OFTEN WITHOUT US EVEN REALIZING IT.
- THESE BIASES CAN LEAD TO UNINTENTIONAL DISCRIMINATION, LIKE ASSUMING SOMEONE ISN'T A STRONG LEADER BECAUSE OF THEIR GENDER OR THINKING A QUIET STUDENT ISN'T AS SMART.
- RECOGNIZING AND CHALLENGING THESE BIASES CAN HELP CREATE A MORE INCLUSIVE AND WELCOMING ENVIRONMENT FOR EVERYONE.



Consider...

A father and son are in a car accident. The father dies, and the son requires surgery. The surgeon says, "Oh my God, that's my son!"

How is this possible?





Bias Can Be Based on:

- Race/Ethnicity
- Sex/Gender Identity/Sexual Orientation
- Socioeconomic Status
- Ability/Disability
- Age
- Religion
- Nationality/Immigration Status
- And more



Understanding Bias

The Impact of Bias:

- Creates barriers to opportunities and inclusion.
- Reinforces stereotypes that harm marginalized communities.
- Leads to feelings of exclusion, anxiety, and alienation.
- Perpetuates systemic discrimination in education, employment, and housing.

Examples:

- A student from a rural background being assumed to be uneducated.
- An older student being left out of social events because they are “too old.”
- Assuming that someone wearing religious attire must be strict or conservative.
- Thinking that someone from a wealthier background doesn't have struggles.



Community Agreements

- Which forms of bias have you seen or experienced in student housing?
- How can we create an inclusive space for everyone?
- What are some biases you have recognized in yourself? How can you work to challenge them?





Ways to Address Bias and Microaggressions

- Speak up: If you hear something offensive, address it directly but respectfully.
- Educate yourself: Learn about other cultures, identities, and experiences.
- Self-reflect: Consider your own biases and work to challenge them.
- Be an ally: Support those who experience discrimination by amplifying their voices and advocating for change.

Thank you!

