

RESPONDING WITH ACCOUNTABILITY: ADDRESSING MICROAGGRESSIONS WITH THE NAME STEPS

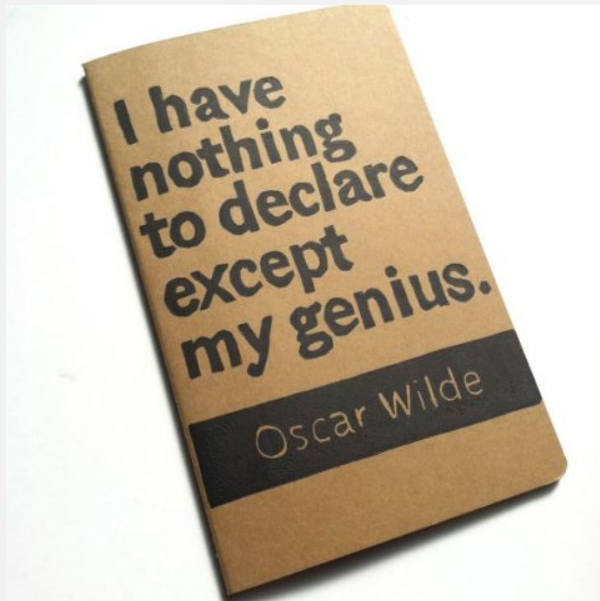
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She/Her/Hers

WHAT HAVE YOU TO DECLARE?

- Nothing!
- I have nothing to declare.



Description: Image of a brown notebook that says "I have nothing to declare except my genius – Oscar Wilde"

LAND ACKNOWLEDGEMENT

- “As we live and learn on these territories, we must keep in mind the community struggles for self-determination and colonial legacies of scholarly practices”
- *I acknowledge and honor the Cheyenne and Arapaho Tribes, and all the original Indigenous peoples of the land upon which University of Denver stands.*

WHO AM I?

- PhD from University of Denver, focus on sexuality, gender & disability
- Decade as a sexuality educator; focus on LGBTQIA2S+, kink, non-monogamy, and disability
- Cat Lady
- Social Justice Advocate
- Assistant Professor of Social Work & Women and Gender Studies
- Bridge Builder
- Institutional Boundary Pusher

WHO ARE YOU?

- Name/Pronouns (examples: she/her, they/them, he/him, just a name,)
- Role at GSSW
- Why you chose to join us today
- Knowledge/familiarity with the concept of microaggressions (1-10)
- Access needs check in
- Anything we should know about you in this space

GUIDELINES

- Safer space/Brave space
- Respect for each other and the topic
- Move forward, move back
- Ask questions
- Engage
- Self care
- Be open to feedback

4 IS OF OPPRESSION

- **Ideological**
 - Protestant work ethic, how we define intelligence, socialized “othering” of some people
- **Institutional**
 - Media, bureaucracy, criminal justice, military, educational institutions, etc.
- **Interpersonal**
 - How oppression is played out between individuals and communities
- **Internalized**
 - Our own interpretation of how we engage with oppressive ideas and ideals, both about our own identities and those of others

MICROAGGRESSIONS – 101

- Microaggressions are everyday interactions that:
 - Perpetuate inequalities and stereotypes
 - Are against people who belong to marginalized communities (Solórzano, Ceja & Yosso, 2000; Sue, 2010)
- “Microaggressions are the brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial, gender, sexual and religious slights and insults to the target person or group” (Sue, 2010, p. 6)

MICROAGGRESSIONS – 101

- This concept can also be applied to racism, sexism, ableism, heterosexism xenophobia, genderism, religious assumptions, and other oppressive actions.
- Can be intentional or unintentional
- Verbal or non-verbal
- Sometimes we don't even realize it – “Unconscious Bias”
- Sometimes they are meant as compliments

EXAMPLES OF GENERAL MAS

- Where are you from? (racial/ethnic, citizenship)
- You speak really well for a ____! (racial/ethnic, ability, class)
- What are you?/Misgendering/Calling someone “It” (gender)
- I wish I could bring my dog to school/work with me! (ability)
- I’m looking forward to meeting your husband! (orientation)
- What are you doing for Christmas/Easter break? (religion)
- That’s so lame/as you can all see/don’t be crazy! (ability)
- You add SOOOO much diversity! (all types)

IMPACT OF MICROAGGRESSIONS

- Feelings of isolation/disconnection
- Less productive, higher dropout/discontinuation rates
- Poorer mental health outcomes (Kattari, 2017; Nadal et al., 2014)
 - Increased depression
 - Increased anxiety
 - Lowered behavior control
 - Lowered positive affect



Image from the Concordian. Pyramid with four levels. Smallest peak level is violence, next level down is discrimination, third level down is prejudice, and the foundational level is microaggressions. Each levels has images depicting the term.

YOUR EXPERIENCES

- What types of microaggressions have you experienced:
 - Personally (in your life outside of work)?
 - In your time at work or in school?

First take a few minutes to chat with the person next to you about your experiences, and then we will regroup

WHEN YOU MESS UP IN A SMALL
WAY...

- Acknowledge
- Apologize
- Move on

SOMETIMES, THAT IS NOT ENOUGH

- Microaggressions are not always small (despite the word micro)
- Can be harmful to more than just the party on the receiving end
- How do you engage microaggressions that happen in the classroom? In field? In a group?



THE CSWE COUNCIL ON SEXUAL ORIENTATION
AND GENDER IDENTITY AND EXPRESSION

The **N A M E** Steps

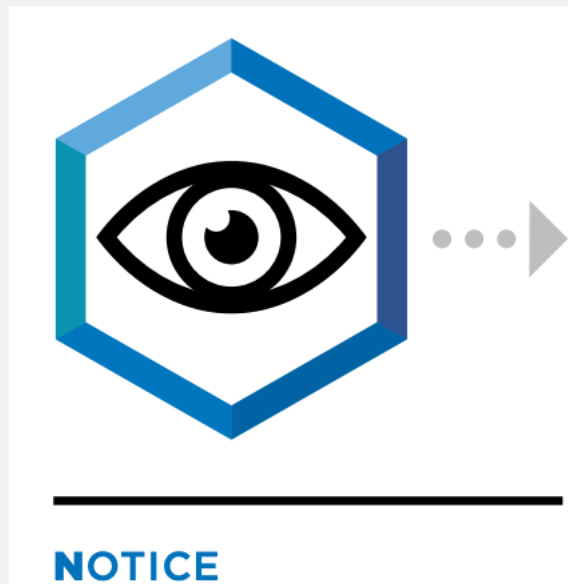
How to Name and Address
Anti-LGBTQIA2S+ Microaggressions
in Social Work Classrooms

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NOTICE



ACKNOWLEDGE



MAKE SPACE



ENGAGE



ENGAGE THE GROUP

PRACTICE

- Take about 15-20 minutes to discuss each of these in your small groups.
 - How do you want to react? How have you tended to react? What changes your reaction?
 - Using the NAME steps, how might you engage this?
 - How might this change the experience of your students? Your colleagues? Your clients?

STRUCTURAL MICROAGGRESSIONS

- What are some structural (or institutional) microaggressions in your community? Workplace?
- What are some ways to engage in dialogue and/or action to change them?
- What have been some successes around inclusion at in your community? Your workplace?

DEBRIEF

- How was this experience for you?
- What is one thing you learned today, or got a new lens on?
- How are you going to work towards shifting your behavior in your classroom/field/work?

QUESTIONS?



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