

RaceEqualityMatters.com



#ItsEveryonesBusiness
#ActionDrivesChange

DAY 2

WITHOUT REALISING IT, COULD YOU BE SAYING THINGS (AS BANTER), THAT COULD ACTUALLY HURT OTHERS OR MAKE THEM FEEL UNWANTED ?

TODAY'S EYE-OPENER

1 MIN



Have you ever justified using specific language or saying things (that might be offensive to some) because someone told you it doesn't bother them?

- Never
- Once or twice
- A fair few times
- A good number of times
- All the time

Whilst one person may not find offence in the term or specified language if it has wider offensive meaning it could cause harm.

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) is called a micro-aggression*

Source: Merriam Webster

*May also be known as Micro-incivilities, which is seen as the modern form of racism, some prefer using this as opposed to micro-aggression due to the connotation associated with the term aggression.

'Someone experiencing these comments might just laugh them off, even if they feel uncomfortable.

This might be because they don't want to create conflict or don't feel safe in speaking up.'

Source: Reachout <https://au.reachout.com/articles/standing-up-to-racism>



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VIDEO – 2 MINS



So, what is a microaggression and why is it a problem?

Watch this video to find out:

<https://www.youtube.com/watch?v=nQ9I7y4UuxY>

When interviewed by Race Equality Matters, 95% of Race Network Leaders, D&I and race experts from ethnically diverse backgrounds had experienced microaggressions, and the figures have remained consistent in the past two years.

ACTION – 2 MINS



If you have justified using language or saying things that might be offensive, what could you do to change this? Ideas:

- Take time to learn more about microaggressions.
- Be aware of any biases you have and the language you use.
- Call out microaggressions when you hear them.
- Educate your teams and colleagues.
- Could you participate in reciprocal mentoring?
- Could you challenge language to create a learning moment for others?
- Is there someone who can act as a coach and discuss the issue with you?

Action/s I will take:	To be achieved by

If you are interested and would like to find out more: Additional Resources

1. <https://www.peoplemanagement.co.uk/article/1756083/10-microaggressions-black-women-experience-work-%E2%80%93-hr-put-stop>
2. <https://hbr.org/2020/07/youve-been-called-out-for-a-microaggression-what-do-you-do>
3. <https://rightsrain.uwmedicine.org/life/relationships/microaggressions>
4. <https://www.cultureamp.com/blog/microaggressions-at-work>

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