

CREATING AN INCLUSIVE COMMUNITY

**HOW TO UNDERSTAND, IDENTIFY,
AND STOP SUBTLE ACTS OF
EXCLUSION**



OBJECTIVE

How to be more inclusive in your everyday dialogue regarding race, ethnicity, gender, sexuality, age, religion, and ability.

AGENDA

- Defining SAEs
- Intent
- Nothing Micro About It
- Types and Examples
- What to Do If
- Intentional Acts of Inclusion

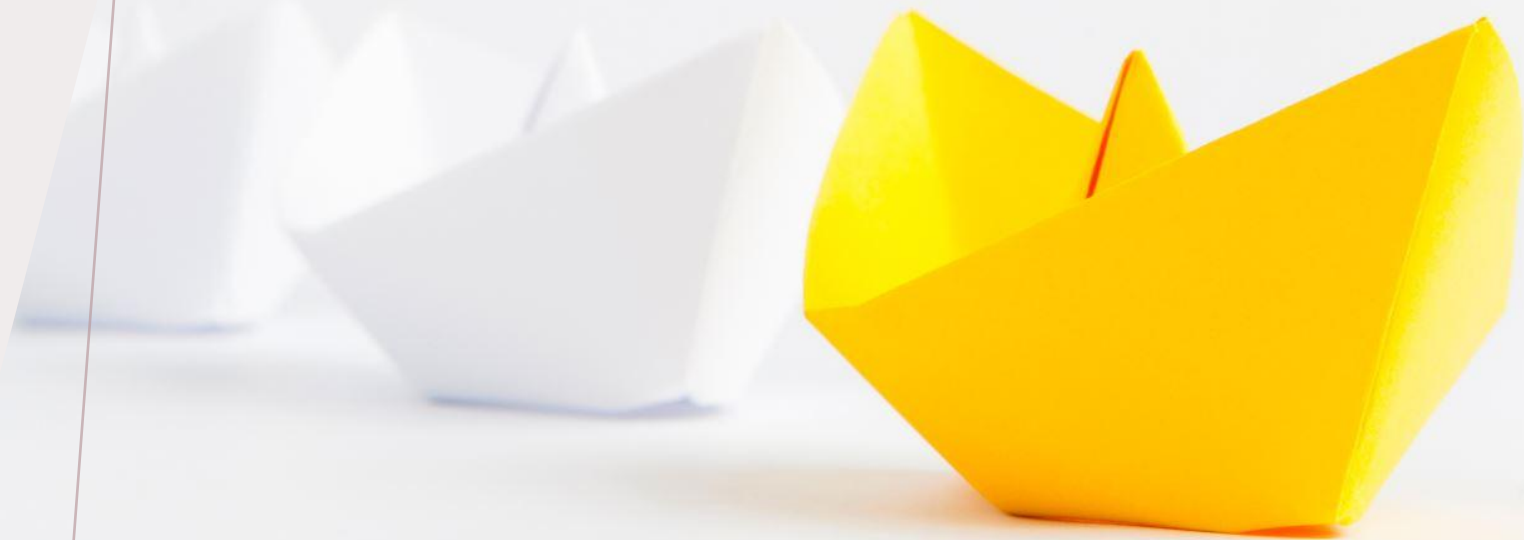
MICROAGGRESSIONS

- Originated in 1970s, Chester Pierce
- Black Americans and women



***"INTENT IS NOT
RELATED TO
IMPACT"***

-TIFFANY JANA





YouTube
COMEDY WEEK

Lets debrief

- What are the first things that struck you about the clip?
- Have you heard some of these types of interactions happen between folks before?
- What is going on in the video?
- What are the things that you heard that you felt were problematic ?
- Why do you think the man made the comments that he made? What was he trying to accomplish?
- Do you think that connecting with others or wanting to relate is often behind microaggressions?
- How do these microaggressions perpetuate or not perpetuate racism and implicit bias?

***THERE'S
NOTHING MICRO
ABOUT IT***



Microaggression Video



WE MEAN MICROAGGRESSIONS.



WHY SUBTLE ACTS OF EXCLUSION?

- **Subtle** – confusing, hard to identify, and hard to talk about
- **Acts** – things we say AND do
- They serve to **Exclude**



FRAMEWORK

You are invisible.

You (or people like you) are inadequate.

You are not an individual.

You don't belong.

You are not normal.

You are a curiosity.

You are a threat.

You are a burden.

*DO YOU
IDENTIFY WITH
ANY OF THE
FOLLOWING?*

- Gender and Sexuality
- Race and Ethnicity
- Ability
- Religion
- Age and Generation
- Political affiliation

- Are you differently abled?
- Are you a racial or ethnic minority?
- Are you a gender minority?
- Are you living away from your home nation?
- Do you identify as queer?
- Were you less affluent than your peers' families growing up?
- Are you a first-generation student?
- Are you a single parent?
- Are you part of a religious minority?

Subtle Acts of Exclusion Worksheet

- Jot down SAEs, in column A.
- Think about what the interpretation of the SAE is and jot down your thoughts in column B.
- Remember - it's not about intent. It's about the impact.
- Be ready to share at the end.



- SUBJECT – person or group who is **excluded**
- INITIATOR - the person who **says or does** the SAE
- OBSERVER – someone who overhears or **sees**
- BYSTANDER – an observer who **does not speak up**
- ALLY – an observer who **speaks up**

HOW TO BE MORE THAN A BYSTANDER

1

Connect with marginalized parts of identity.

2

Amplify marginalized voices without **speaking over them.**

3

Expose SAEs with compassion.

WHAT TO DO IF...

YOU ARE THE SUBJECT OR ALLY

Be	prepared
Pause	the action
Assume	good intent
Explain	why the action was paused
Have	patience but expect progress



WHAT TO DO IF...

IF YOU ARE THE INITIATOR

Be prepared

Listen to **understand**

Acknowledge the feedback
with **gratitude**

Replace defensiveness
with **curiosity** and **empathy**

Follow through and follow up



GENDER

- Assuming a man is in charge in a mixed gender group
- Giving a man credit for an idea already presented by a woman
- Broad generalizations about either gender
 - Dads are clueless and forgetful
 - Moms are more dedicated to the children than their jobs
 - Dads don't help clean at home



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SEXUALITY

- Refusing to use a person's preferred pronoun (grammatical issues, faith)
- Assuming a person's gender identity
- Assuming a person's sexual preference (male / female marriage)
- Downplaying people of different sexual orientation or preference



SEXUALITY... *continued*

- Creating vignettes or story problems with only heterosexual individuals in the story.
- Not making bathroom accommodations for Transgender individuals
-

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RACE AND ETHNICITY

- Calling a person of color articulate
- Expecting a person of Asian descent to be "smart" and making a comment if they make an error on a task.
- Assuming that all black Americans are good at sports

RACE AND ETHNICITY

- Where are you **really** from?
- Mistreating someone's name
- I don't see color
- Touching a Black person's hair
- No problemo
- You don't speak Spanish?
- You're Korean? I was so close!
- Your accent is so cute!
- I love your skin color





ABILITY

- Refusing to use a microphone during a large conference
- "You're such an inspiration."
- Disbelieving a person's disability because it is not visible.
- Flippant use of mental illness terms.
- Not creating an environment that individuals might be able to physically access items.

RELIGION

- Requiring people of various religions to use vacation time to celebrate important holidays.
- Assuming everyone celebrates the holidays celebrated by the majority.
- Group prayer without consideration of attendee's religious beliefs.



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Religion- Community

- When are you going to/
Where did you serve a mission?
- Talking about your church/ religious related topics in groups and assuming everyone understands



AGE AND GENERATION



- When is he going to retire?
- You're not like other millennials.
- You are too young to know anything about that.
- Joking about the older generations' understanding of technology.
- Complaining about the "youth" of today.
- Calling an older individual "cute".

ALWAYS THINK
BEFORE YOU
SPEAK

- Is what I am about to say/ask based on **stereotypes** or **assumptions**?
- Is what I am about to say/ask unnecessarily **intrusive**?
- Am I **overstepping**?
- Would I say the **same thing** to a person of a different gender/color/race, etc.?
- Is this going to make the person feel **inadequate** or as if they don't belong?
- Does this question their normalcy or make them feel like a **threat** or a **curiosity**?
- Will this make someone feel **invisible**, as if they are not an individual?

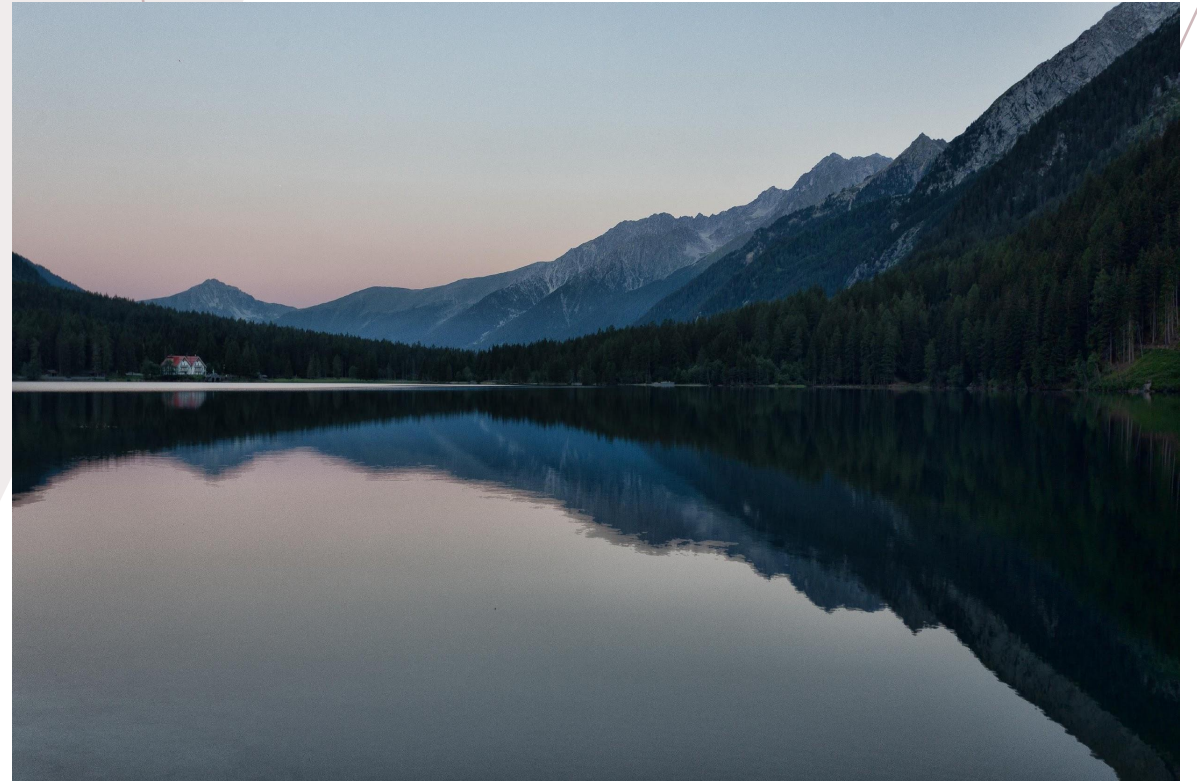
INTENTIONAL ACTS OF INCLUSION

- Expect it to happen.
- Communicate the norm.
- Practice speaking up.



YOU ARE ENOUGH
YOU ARE AN INDIVIDUAL
YOU BELONG
YOU ARE NORMAL
YOU ARE SPECIAL
YOU ARE SAFE

I SEE YOU



RESOURCES

- Book: [Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions](#) by Tiffany Jana and Michael Baran
- Ted Talk: ["The Power of Privilege"](#) by Tiffany Jana
- Resource: [#StopMakingItWeird](#)
- #disabilitytwitter
- Resource: [Recognizing Microaggressions Tool](#)

