



Navigating Racial Microaggressions in the Workplace

Jaymie Campbell, Ph.D. | July 11, 2023



Indigenous Land Acknowledgement

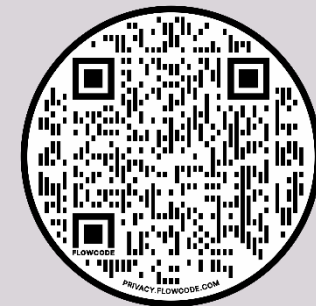
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at [Native-Land Map](#)

Option 3: Access Native Land website via QR Code





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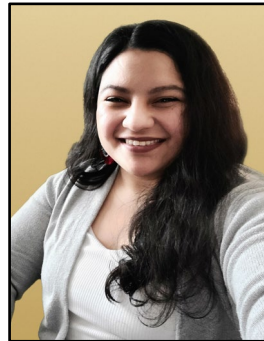
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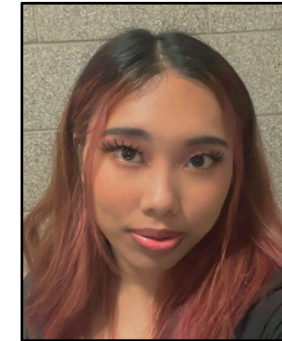
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Jaymie Campbell, Ph.D.

Dr. Campbell is a subject matter expert in cultivating affirming environments for people and populations facing intersecting oppressions, such as: lesbian, gay, bisexual, and queer (LGBQ) people; transgender and non-binary people; and Black and Brown people. He has a master's degree in counseling psychology with an emphasis in community mental health, a master's degree in education, and a doctorate in human sexuality studies.



Our Learning Objectives

Participants will be able to:

Define



Define microaggressions and their impact on individuals, the workplace, and community.

Identify



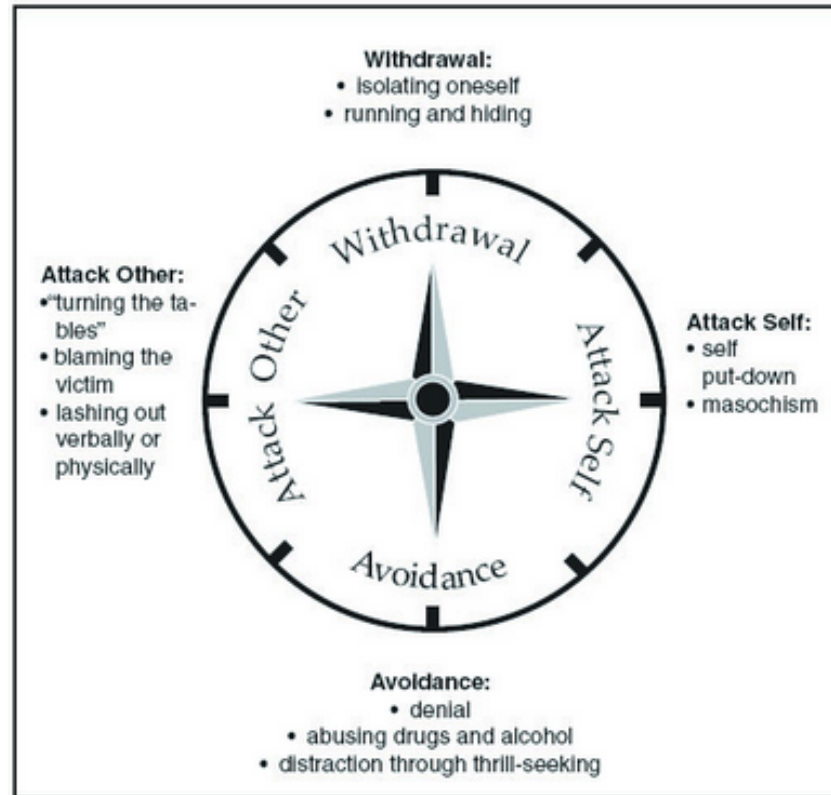
Identify at least three strategies for recognizing and addressing microaggressions.

Explore

Explore your role in addressing and preventing microaggressions and what it means to be an ally.

Shame and Guilt

Shame



Nathanson, 1992

- Unworthy of love and belonging
- Deeply flawed
- Undeserving of connection

Guilt

- Psychological discomfort
- Potential for growth and connection
- Assessment and reassessment of values and beliefs using personal inventory



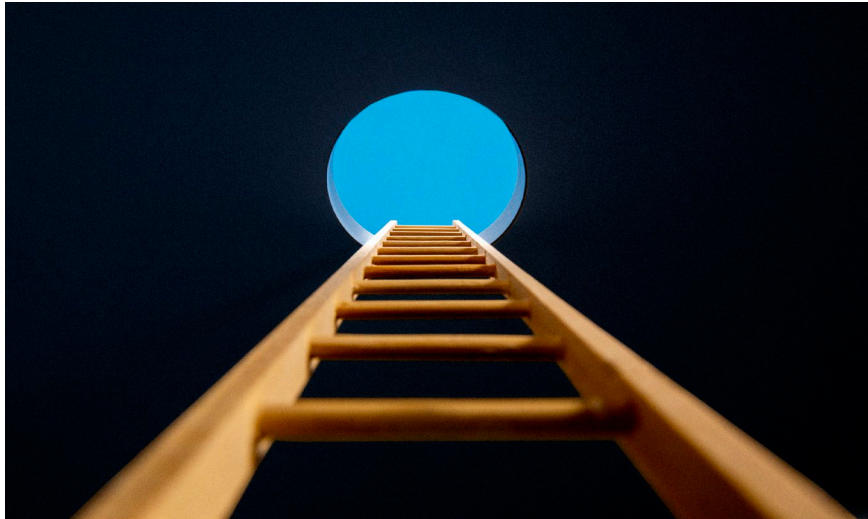
Shame corrodes the very part of us that believes
we're capable of change.

– Brené Brown

Shame vs. Guilt

Shame

“I am something wrong.”



Guilt

“I did something wrong.”



Racial Microaggressions



Bias

Explicit

- Conscious
- Controlled (mostly)

Ex. "I just think if the patient is white, they should be put on the transplant list, but if they are Black, they can wait."

Implicit

- Unconscious
- Automatic

Ex. Spending more time listening to white patients and asking follow-up questions, standing closer to white patients and showing affection, advocating for their care more aggressively, etc.

Racial MACROaggressions

- Public and visible to all
- State and government supported
- Laws against overt discrimination



Racial MICROaggressions

Micro does
NOT mean
small!

Subtle,
interpersonal
racism

Term was
coined in
1971

Definition

Brief and commonplace daily verbal, behavioral, and environmental indignities, **whether intentional or unintentional**, that communicate hostile, derogatory, or negative racial slights and insults to people of color.

3 Types of Racial Microaggressions

Racial Slurs

"You speak really well!"

"Everything is not about Race!"

Microassault
(intentional)

Microinsult
(unintentional)

Microinvalidation
(intentional)

Racial Microaggressions in the Workplace

Examples

“We need you on our board to help us with diversity.”

“Can you provide specific examples of the racism you’ve experienced so HR can determine if a training is necessary?”

“We serve some of the hardest to reach populations.”

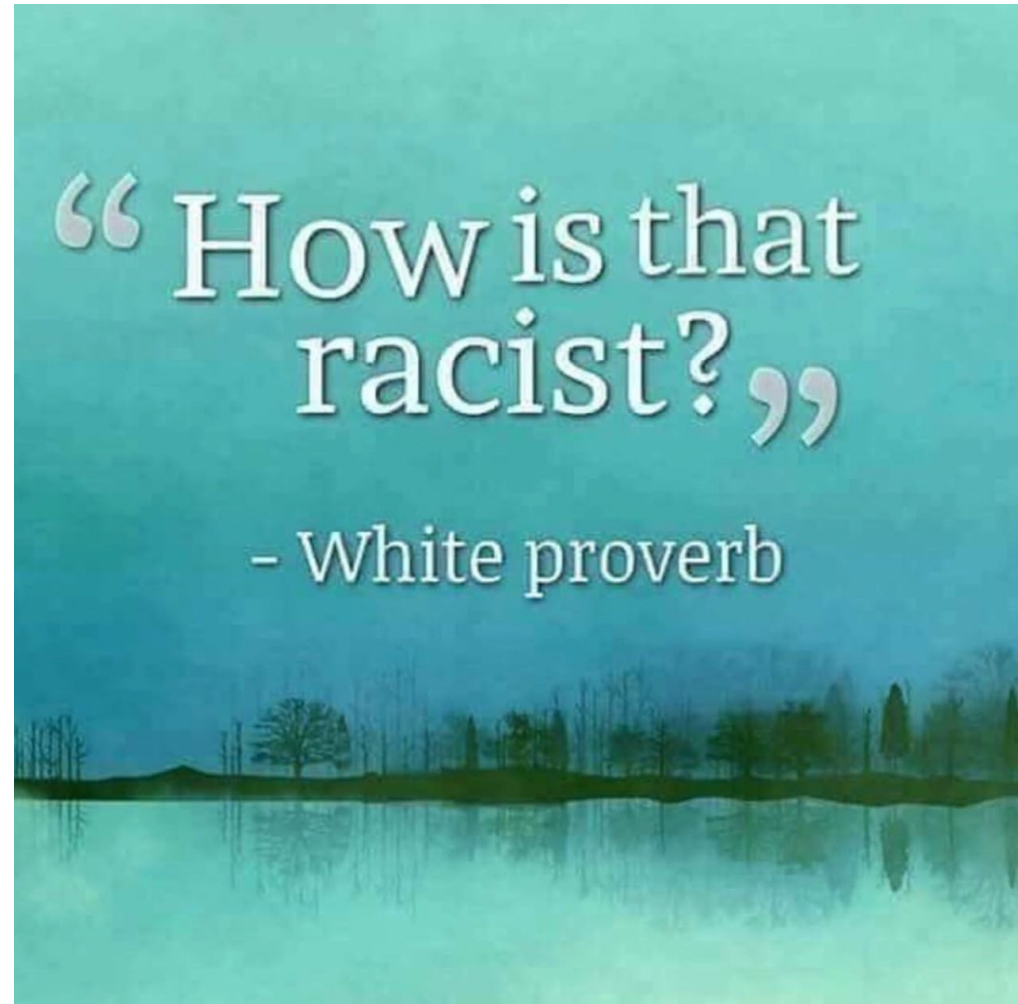
“How are you Latino and you don’t speak Spanish?”

“Are you the first in your family to go to college?”

“Where are you really from?”

“You’re so articulate/well-spoken/English is good.”

Impact of Racial Microaggressions



- Minority stress/multiple minority stress
- Permanent psychological and physiological changes (e.g., Complex PTSD, weathering, other stress-induced chronic health issues)
- Maladaptive coping and survival mechanisms (e.g., substance use, disordered eating, self-harm, suicidality)
- Death

CPR: The Racial Microaggressions Reparative Response Model

Priorities of the CPR Model



IMPACT OVER
INTENT



BUILDING
EMOTIONAL SKILLS



HEALING AND
REPAIR



COMMITMENT TO
SOCIAL JUSTICE

Steps of the CPR Model

CALM YOURSELF

PRACTICE HUMILITY

REPAIR



Examples of CPR

YES

- I am sorry I hurt you.
- Thank you for holding me accountable.
- I will reflect on this so I can do better next time.
- I have some work to do and will take responsibility for educating myself.
- What I said came from a place of privilege and racism. What can I do to make amends?

NO

- I am sorry if you are offended.
- You misunderstood me because that's not what I meant.
- I am deeply hurt that you think I am racist.
- You are being overly sensitive.
- I've had a hard life too.

Wrap-up

Summary of Main Points

- Implicit bias is unconscious and an automatic response due to cultural conditioning.
- The “micro” in microaggressions does mean small—it means subtle and/or interpersonal.
- Racial microaggressions are pervasive and have exceedingly detrimental consequences for Black and Brown people.
- Manage shame by taking a personal inventory and believing you’re capable of change (and worthy too!).
- Practice applying CPR after committing a microaggression!

Q & A

Upcoming Events and Important Reminders

July MIP Events	Date	Time
Continuing the Conversation-Navigating Racial Microaggressions in the Workplace	7/13/2023	1 -2 pm
Admin Coaching Call (So Cal 1)	7/18/23	10-11am
Admin Coaching Call (So Cal 2)	7/18/23	11:30-12:30 pm
Admin Coaching Call (Bay Area/Mid-State)	7/19/23	10-11am
Admin Coaching Call (NorCal & Capitol)	7/19/23	11:30-12:30pm
Mentor Open Office Hour	7/27/23	12-1pm
Intern Open Office Hour	7/27/23	2-3pm

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