MICROAGGRESSIONS

Subtle, sometimes unintentional, forms of prejudice are still prejudice.

Psychology Today defines microaggression as "the everyday verbal, behavioral, and environmental slights, snubs, or insults, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership."

Microaggressive attitudes are toxic, and can have a lasting effect on the receiver's ability to experience belonging at work, and feeling validated as a respected team member.

Discussing microaggressions has become more difficult because people feel society has become "hypersensitive" and that casual remarks are now blown out of proportion. However, research is clear about the impact seemingly innocuous statements can have on one's physical and mental health, especially over the course of an entire career: increased rates of depression, prolonged stress and trauma, physical concerns like headaches, high blood pressure, and difficulties with sleep.

Taking steps to make sure your fellow co-workers are safe from microaggressions in the workplace is the ultimate way to cultivate a healthy and sustainable working environment, and a better culture going forward.

Experts have described three forms of microaggressions as microassaults, microinsults, and microinvalidations

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No. 7 of the Poster Series

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