[micro]AGGRESSIONS: A Discussion on Power & Privilege

Presented By: Qy'Darrius Z. McEachern
Today's Discussion

Introductions & Ground Rules
Power & Privilege
Defining Microaggression
Insider/Outsider Activity
Why does it matter?

“Why do you sound White?”
Who am I?

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(he/him/his)

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One Word ATM: Charged!
Small Group Introductions!

WHAT'S YOUR NAME & PROUNOUNS?
DEPARTMENT/OFFICE & POSITION?
ONE WORD ATM?
Learning Outcomes

1. Participants will better understand the three types of microaggressions: **microassaults, microinsults, and microinvalidations**.

2. Participants will develop a better sense of **understanding inclusivity** and the importance of **language** in student affairs.

3. Participants will challenge themselves to **evaluate their privilege and power dynamics, and that of their offices**.

4. Participants will better understand how to **promote inclusivity in their various student organizations & groups, departments, and offices**.
Ground Rules
We don’t need to defend ourselves. We know that we deserve to be here.

KIMIKO MATSUDA-LAWRENCE
WHAT IS POWER?

WHAT IS PRIVILEGE?

HOW ARE THE TWO CONCEPTS CONNECTED?
POWER

Access to resources that enhance one's chances of getting what one needs in order to lead a comfortable, productive, and safe life.

PRIVILEGE

An advantage, or immunity granted to or enjoyed by one societal group above and beyond common advantage of all other groups. Oppression is the result of the use of institutional privilege & power.
Microaggressions

HTTPS://WWW.YOUTUBE.COM/WATCH?v=BJZWENCW6NQ
Microaggressions are comments or actions that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

There are three types of microaggressions:

**Microassaults**: Conscious and intentional actions or slurs

**Microinsults**: Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's identity.

**Microinvalidations**: Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a marginalized person.

THEORY DEVELOPED BY:
DR. DELRALD WING SUE
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__Insider/Outsider Activity__
Small Group Discussion

What are some of your takeaways from this activity? What trends stuck out to you? What words stuck out to you?

How does power & privilege influence microaggressions in our departments, offices, and professional spaces?
PEOPLE TEND TO RECALL NEGATIVE EXPERIENCES BEFORE POSITIVE ONES.

The power of being similar is that people don't need to pay much attention to their feelings and behaviors.

THERE IS A LINK BETWEEN FEELINGS OF EXCLUSION/INCLUSION AND BEHAVIORS.

People who feel included are more likely to participate and be present in a space.

PEOPLE DON'T HAVE TO LOOK LIKE, ACT LIKE, DRESS LIKE, AND SOUND LIKE OTHERS IN ORDER TO FEEL INCLUDED.*

If they are a part of a group that values TRULY values difference, they can feel like insiders regardless of differences each person holds.

*REPRESENTATION STILL MATTERS
Why is it important for our students to know?
Students are *watching_ us.*

You as a leader can **set the path** for your offices, organizations, and groups.
Microaggressions can **dissolve** relationships.

**BEING POKED WITH LITTLE NEEDLES** OF INSENSITIVITY OFTEN LEADS TO DISENGAGEMENT AND AVOIDANCE.

**Wow! I would have never known you use to be a girl.**
It's **systemic** & **generational**.

Oppression and prejudice have evolved over time, and microaggressions are a new manifestation of ... [insert marginalization here.]
Activity Ideas!
The Paper Ball Activity
Insider/Outsider Activities
Unpacking the Invisible Knapsack
Thank You!
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