COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT

DIVERSITY, INCLUSION & ACCESS

mines.edu/diversity

Microaggressions

Not as qualified

How to use this card in a group setting:

- Read the situation on the card aloud.
- Discuss the following prompts:
    - What is your first reaction?
    - How could react?
    - How could you intervene?
        - Could intervening be upsetting?
        - In what ways can the identities you hold (e.g., gender, race, position of influence, etc.) influence your decision to intervene?
- Take turns, go around the group and share.

We strongly recommend anonymity and confidentiality when sharing stories.

You hear someone say that there's been a push to hire more underrepresented groups and that they are being hired over men or other groups even when not as qualified.

Definition:

Microaggression: 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) (Merriam-Webster).

Reference:

Interrupting Bias in Industry Settings. *National Center for Women and Information Technology.* https://www.ncwit.org/resources/interrupting-bias-industry-settings.

Merriam-Webster, https://www.merriam-webster.com/dictionary/microaggression