

DIVERSITY, INCLUSION & ACCESS

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Microaggressions

Not the right fit

How to use this card in a group setting:

- Read the situation on the card aloud.
- Discuss the following prompts:
 - o What is your first reaction?
 - o How could you react?
 - o 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 recommend an employee for an opportunity, but get the response, “we’re not sure he’s the right fit; he’s not really a natural leader.”

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>