## Why D&I? and An Introduction to Microaggressions

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## **Diversity and Inclusion**

#### **DIVERSITY**

Everyone is invited to the party.

#### Metrics:

Demographics of your organization.

#### **INCLUSION**

Everyone is invited to dance in their unique style.

#### Metrics:

- Inclusive learning
- Who's promoted and awarded
- Average Tenure
- Attrition

Recognize that the top doesn't always have the best ideas. D&I is Everyone's job!

### **Diversity**

Speaks to the make up of an organization's people





#### Inclusion

The achievement of a work environment in which all individuals:



Are treated fairly and respectfully



Have equal access to opportunities and resources



Can contribute fully to the organization's success



## D&I: The New Business Advantage

Ethically diverse companies have....

33%

**Better Performance** 

24%

Higher Revenue Growth

We are projected to be MINORITY MAJORITY by 2045

#### **Measures of Effectiveness**

- 1 Retention and Attrition
- 2 Targeted Polling Results
- 3 Attendance
- 4 Diversity Metrics



#### Take Action NOW



Expose and Reduce unconscious bias among leadership.



Foster a listening environment and embrace diverse viewpoints.



Empower a group to keep you on the right inclusion track.

# PART 2: MICROAGGRESSION



### What is a Microaggression?



Verbal, behavioral, or environmental slights

Often automatic and unintentional

Occur in brief instances daily

Communicate hostile, derogatory, or negative viewpoints

Perpetuate a world of majority supremacy and superiority

### Three Types of Microaggressions

1

#### Microassaults:

Conscious and intentional actions or slurs

2

#### **Microinsults:**

Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity.

3

#### Microinvalidations:

Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color

## Microaggression?

What message do you think this statement sends the receiver?



## **Examples of Microaggressions**



You are so articulate.



Dismissing a person for mentioning race or culture



My best friend is black.



Movies and TV shows without representation of people of color



Where are you really from?

#### **Internal Conflict**



A microaggression may cause someone to reflect:

- ? Did I comprehend that correctly?
- ? Did he mean what I think he meant?
- Saying something might make the situation worse.
- People will think I'm overreacting.
- ? I will be further stigmatized.

## The Impact of Microaggression

Helplessness

**Anxiety and Depression** 

**Difficulties Sleeping** 

Decreased self-confidence

**Loss of Ambition** 



## Responding to Microaggressions



#### DO

Take a deep breath.

Use the encounter as a teachable moment.

Ask for clarification on the comment.

Stay calm and respectful.



## DON'T

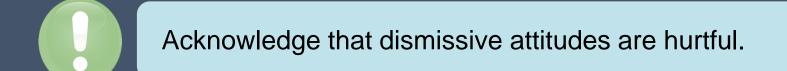
Become accusatory or combative.

Assume the intent was to offend.

Respond emotionally.

Tell everyone in the workplace about the occurrence.

### **Take Action NOW**



- Create inclusive and supportive workplace environments.
- Encourage an environment that can openly discuss occurrences.
- Recognize that microagressions are typically unintentional.
- Self-reflect.