ANTI-BIAS & MICROAGGRESSION WORKSHOP

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PURPOSE & SIGNIFICANCE

- To define, acknowledge, and address privilege, power structures, bias, and microaggressions that are harmful to mentees, mentors, and program culture
- To initiate the process of transformative learning, where assumptions and beliefs are challenged in order to humbly commit to life-long critical reflection and change
PRESENTATION OVERVIEW

- Land Acknowledgement
- Power & Privilege
- Types of Oppression
- Microaggressions
- Case Studies
- Conclusion
We would like to acknowledge this sacred land on which the University of Toronto operates. It has been a site of human activity for [thousands] of years. This land is the territory of the Huron-Wendat and Petun First Nations, the Seneca, and most recently, the Mississaugas of the Credit.

The territory was the subject of the Dish with One Spoon Wampum Belt Covenant, an agreement between the Iroquois Confederacy and Confederacy of the Ojibwe and allied nations to peaceably share and care for the resources around the Great Lakes.

Today, the meeting place of Toronto is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work in the community, on this territory.
Create a safe(r) and supportive space by listening respectfully and seeking to understand each other

Keep the stories you may hear from your peers confidential

Be present and participate in dialogue, but also be aware of how much space you are occupying and make space for others to speak

We won't be able to cover everything in 60 minutes - we encourage post-workshop dialogue, reflection, and reference to reliable resources
POWER & PRIVILEGE
I can kiss my partner goodbye at the airport and be confident that onlookers will either ignore us or smile.

When I hear people use words such as “crazy”, “nuts” and “psycho”, I don’t think they are referring to me.

I can plan to attend social events and not worry about whether they are wheelchair accessible.

I walk alone when it’s dark and do not fear for my safety.
I am certain I won't be late for meetings due to mobility barriers.

I feel safe using gender specific public bathrooms and locker rooms.

When I complete a survey, questionnaire or intake form, my gender is represented by a check box.

I see people of my race represented at all levels of my workplace.

When I am stopped by law enforcement I do not worry that it is because of my race.
Office of Inclusion and Diversity (Temerty Faculty of Medicine)
Becoming aware of privilege should not be viewed as a burden or source of guilt, but rather, an opportunity to learn and be responsible so that we may work toward a more just and inclusive world.

~ Dr. Walker, Dr. Poole, and Professor Murray (University of San Francisco)
TYPES OF OPPRESSION
INDIVIDUAL
A person’s beliefs & actions that serve to perpetuate oppression
- conscious and unconscious
- externalized and internalized

INTERPERSONAL
The interactions between people—both within and across difference

INSTITUTIONAL
Policies and practices at the organization (or “sector”) level that perpetuate oppression

STRUCTURAL
How these effects interact and accumulate across institutions—and across history

~ National Equity Project
THE FOUR DIMENSIONS OF RACISM

INSTITUTIONAL
Policies and practices that reinforce racist standards within a workspace or organization.

STRUCTURAL
Multiple institutions collectively upholding racist policies and practices, i.e. society.

INTERPERSONAL
Racist acts and micro-aggressions carried out from one person to another.

INTERNALIZED
The subtle and overt messages that reinforce negative beliefs and self-hatred in individuals.

Inspired by Race Forward Trainings

Slow Factory Foundation
MICROAGGRESSIONS
MICROINVALIDATION
Subtle exclusion or negation of thoughts, feelings, or experiences of people of colour

MICROAGGRESSIONS

MICROINSULTS
Rudeness, insensitivity, and demeaning of a person's racial heritage or identity

MICROASSAULTS
Conscious and intentional actions or words
Micro Aggressions
I didn’t mean to run over your foot... I’m a good driver!
Good intentions are important, but the impacts of people’s actions are the true measure of goodness. By channeling intentions into learning about biases and the ways that they manifest into microaggressions, work relationships can be strengthened and harm to marginalized groups can be reduced.

~ Rebekah Bastian (Microaggressions: Good Intent is Not Good Enough)
Anti-Indigeneity

Denial of the collective rights and humanity of Indigenous peoples, viewing Indigenous peoples as lawless, corrupt, or incapable of managing land, water, wildlife or infrastructure.

These perceptions undermine rights to land, resources, language and culture, and are used to justify colonialism and genocide.

~ High Country News (How anti-Indigeneity proliferates around the West and the world)

Anti-Blackness

Anti-Blackness is the denial of Black humanity and the negation of Black life. Blackness is tied to "slaveness," which positions Black people as subhuman.

The further one is from Blackness, the more human they see themselves and the more human they appear to others.

~ @Darkest.Hue
~ "Anti-blackness’ is a form of racism that is specifically damaging for black people"

Misogynoir

Hatred directed specifically towards Black women and caricaturizing Black women as stereotypes, such as hypersexualized, sassy, aggressive, or impenetrable.

~ Misogynoir: The Unique Discrimination that Black Women Face

Model Minority Myth

Characterizes Asian Americans as law-abiding, apolitical, and high achievers when compared to other racialized groups, implying that other racialized groups are inherently less than Asian Americans.

~ @asianamericansforblm
~ What is the Model Minority Myth?
During your check-in meeting, your mentee, a Black and Indigenous man named Kent, lets you know that they are upset. At the end of one of their zoom classes, their professor, a white man named Dr. Stevens said to them that they are “really well-spoken” and that if other young men from his community would do the same, they would do so much better in school. How would you respond?
CASE 2

You are attending a High Table, seated across from two Junior Fellows - a Latina woman named Maricela and a white woman named Jessica. Jessica starts to talk to Maricela and speaks very slowly: "Where are you from Maricela? Is English your first language, because it's excellent!" How would you respond?