

Navigating Microaggressions & Finding Your Voice

(formerly Strategies for Human-Human Interaction)



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Link to captions

<https://bit.ly/3vGwFnI>



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Setting the Stage

- ***No racist, xenophobic, misogynistic, homophobic, transphobic, ableist, classist, or other oppressive language is allowed.***
- ***Be cognizant and respectful of other people's identities and experiences as you discuss these topics.***
- ***Understand intention != impact.***
- ***Be kind, practice compassion, extend grace to yourself and others.***

N. Washington, "Race, Gender, Class, & Computing" and 3C Fellows' Community Agreements



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Implicit Bias

- We **all** exhibit implicit bias
- Being aware of it, can help recognize and deal with it (somewhat)
- Implicit bias can lead to microaggressions, unfair outcomes, differences in treatment
- **Example experimental studies on implicit bias:**
 - Acceptances into college
 - Selection for awards
 - Paper acceptance based on gender and prestige of the institution
 - Recommendation letters differ between men and women



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Microaggressions - Setting the Stage

- ***Everyday verbal and non-verbal exchanges (whether intentional or unintentional) that communicate hostile, derogatory, or negative messages that target members of marginalized groups.***
 - Sue, Derald Wing, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*, Wiley & Sons, 2010



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Micro-insult

Condescending or insensitive statements that degrade a person's identity.

"Wow, you speak English so well!"

Micro-invalidaion

Rude or insensitive statements that degrade or deny someone's experiences.

"All lives matter!"

Micro-assault

Overt insult or discriminatory statement.

"Did you get into this school because of affirmative action?"



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Common Doubts?

- **Did that just happen? Did I hear that correctly?**
- **Was that really an insult directed at a marginalized group?**
- **Am I overreacting? Will others think I am?**
- **Should I speak up or stay quiet?**
- **Will speaking up make the situation better or worse?**



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Session Format

- **Speaker introductions**
 - One example of a microaggression they experienced.
 - How did you respond?
 - How do you wish you'd responded?
- **Panel discussion**
- **Audience Q&A**



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Problems associated with Implicit Bias

- **Members of marginalized groups tend to be:**
 - Interrupted more
 - Have their ideas overlooked, discounted, or even confiscated, without attribution, by others



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What's been your experience?



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5 Minute breakout:

- **Share with the person next to you examples of microaggressions that are often experienced by marginalized students/professionals in computing.**
- **How could the victim of this microaggression respond to ensure the perpetrator doesn't further harm them?**
- **Would you like to share this example with the whole room? Remember to de-identify the offender and their institution**
- **We'll ask for volunteers**



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NATIONAL
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Sciences
Engineering
Medicine
Roundtable on Systemic Change in
Undergraduate STEM Education



Patty Lopez,
Assistant Professor,
NMSU

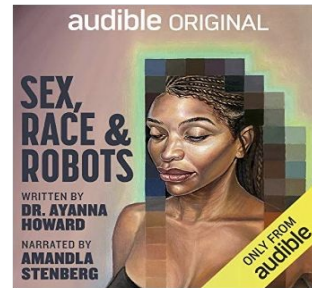
- **Microaggression: “You use big words, and you *actually* know what they mean.”**
- **Microaggression: “But you can pass for white...”**
- **How did you respond?**
- **How do you wish you had responded?**



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Ayanna Howard, Dean/Professor, OSU

- Dean, College of Engineering, OSU
- Board Director - Autodesk, Motorola Solutions
- Board of Trustees - Brown University
- Co-Founder – Zyrobotics, Black in Robotics
- Previous
 - Chair, School of Interactive Computing, Georgia Tech
 - NASA Robotics Researcher and Deputy Manager
- Research: Human-Robot Interaction and AI



- **Microaggression: I could have had your job if I wanted it.**



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