

# Why D&I? and An Introduction to Microaggressions

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<https://youtu.be/Q6eqOB0qESM>

# 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



Gender



Cognitive Diversity



Race



Experiences



Ethnicity



Perspectives



# 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

<https://youtu.be/9bqtfRKZkRE>

# 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?

“When I look at you, I don’t see color.”



# 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



Acknowledge that dismissive attitudes are hurtful.



Create inclusive and supportive workplace environments.



Encourage an environment that can openly discuss occurrences.



Recognize that microaggressions are typically unintentional.



Self-reflect.