

MICRORESISTANCE STRATEGIES



Open The Front Door to Communication

O

OBSERVE

concrete, objective, factual observations

"I noticed that every time we have a meeting you ask Mary to take the minutes."

T

THINK

thoughts based on observations

"While Mary does a great job, I think there are a lot of people who are capable of performing this task."

F

FEEL

actual feelings/emotions you have as a result of observation

"I am concerned that always giving Mary this task is preventing her from contributing fully, and her voice is important to our meetings."

D

DESIRE

a statement of the desired outcome

"Moving forward, I would like to see us rotate the task of keeping the minutes for each meeting."

OTFD: Learning Forum, 2016

XYZ

I feel **X** when **Y** because **Z**

Take **ACTION**

Ask clarifying questions to help you understand intentions.

Come from curiosity, not judgement.

Tell others what you observed in a factual manner.

Impact exploration: Ask for, and/or state, potential impact of such a statement or action on others without putting target of microaggression, if someone else, on the spot.

Own your thoughts & feelings around microaggression's impact.

Next steps: Request appropriate action be taken.



Inclusion
is a
MAVERICK VALUE

UNO IS COMMITTED TO...

creating an environment that is welcoming, open and diverse; committing to the accessibility of our campus academic programs; and ensuring a respectful and safe campus environment.

Objectives of the Microresistance Awareness Program at UNO

- bring an awareness of the types of microaggressions that can occur in the workplace or classroom
- provide strategies to empower people to address microaggressive behaviors when they occur
- provide resources for learning more about microaggression/microresistance

What is a microaggression?

Microaggressions are a “brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional that communicate hostile, derogatory, or negative... slights and insults”

(Sue, 2007, p.270)

What is a microresistance?

Microresistance is small-scale individual and/or collaborative efforts that empower targeted people and allies to cope with, respond to, and/or challenge microaggressions to ultimately dismantle systems of oppression.

(Ganote, Souza, Cheung, 2016; Irely, 2013)

Why does it matter?

A negative work environment impacts employee productivity, job satisfaction, team dynamics and overall health of the organization.

Each microaggression is a toxic raindrop that falls corrosively over time on its victim’s well-being. (Suarez-Orozco, et al., 2015)

CAMPUS RESOURCES



BIAS ASSESSMENT RESPONSE TEAM

<https://www.unomaha.edu/student-life/student-safety/help-myself/bias-hate-support.php>

FACULTY EMPLOYEE ASSISTANCE PROGRAM

<https://www.unomaha.edu/human-resources/employee-relations/feap.php>

OFFICE OF EQUITY, ACCESS, AND DIVERSITY

<https://www.unomaha.edu/office-of-equity-access-and-diversity/index.php>

UNO HUMAN RESOURCES

<https://www.unomaha.edu/human-resources/index.php>