**MICRORESISTANCE STRATEGIES**

**Open The Front Door to Communication**

**OBSERVE**
concrete, objective, factual observations

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

**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."

**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."

**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."

**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.

OTFD: Learning Forum, 2016
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; Irey, 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
FACULTY EMPLOYEE ASSISTANCE PROGRAM
https://www.unomaha.edu/human-resources/employee-relations/feap.php
OFFICE OF EQUITY, ACCESS, AND DIVERSITY
UNO HUMAN RESOURCES
https://www.unomaha.edu/human-resources/index.php

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