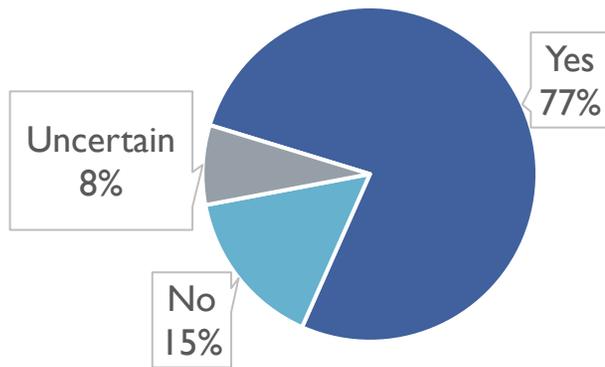




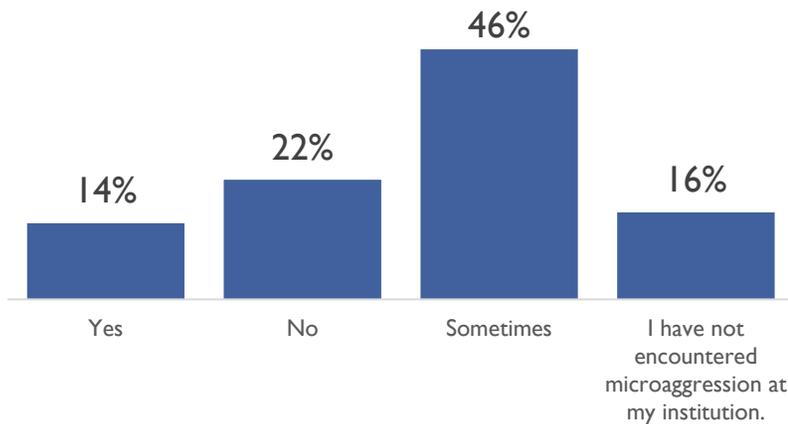
## November 2019 Flash Feedback Results: Microaggressions in GEM

Have you ever directly experienced or observed microaggression(s) at your institution?

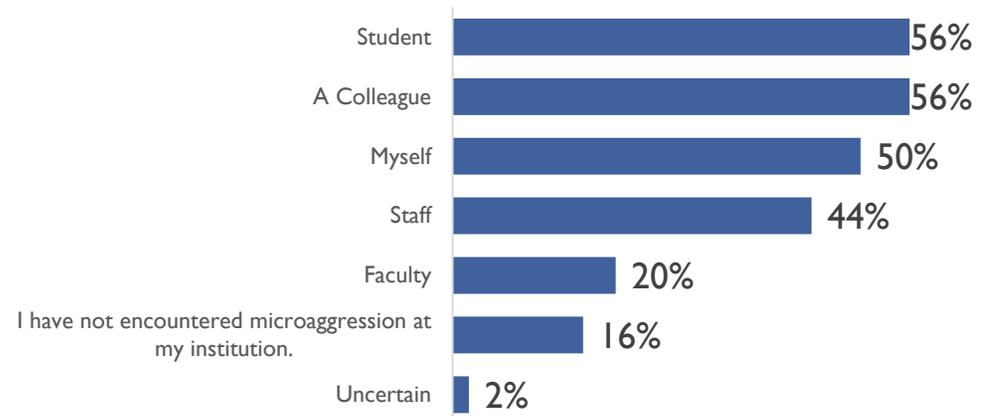


n=52

If you have experienced or observed microaggression(s) at your institution, did you feel safe/comfortable enough to address it?

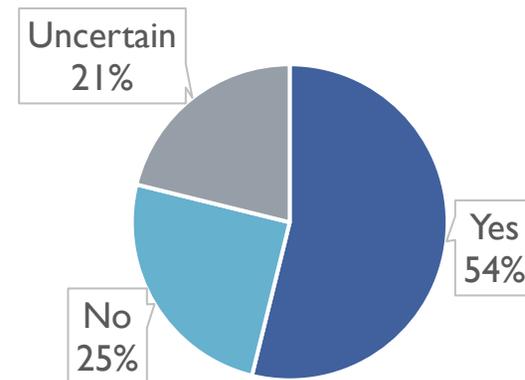


If so, towards whom were they directed?  
(Select all that apply)

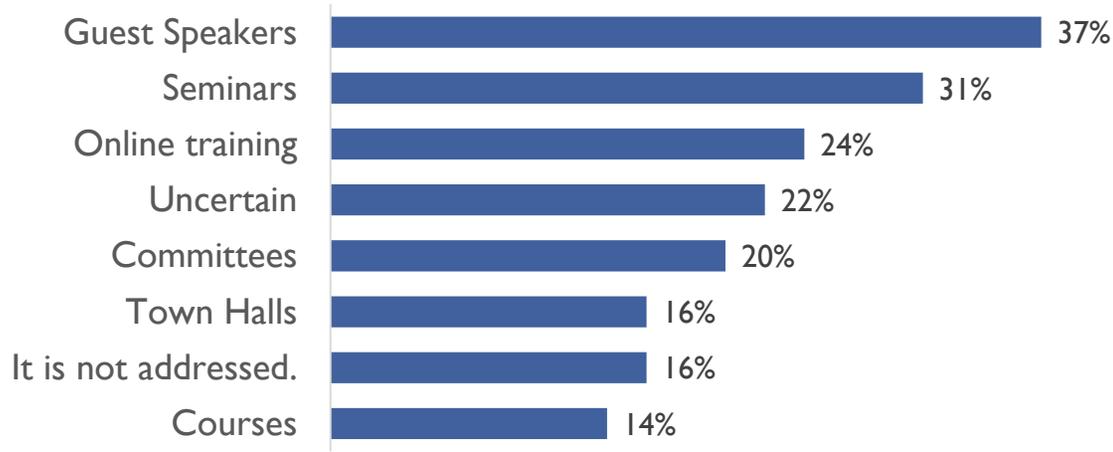


Responses not selected (0%): Other

Is the topic of microaggression discussed or addressed at your institution?



## How is the topic of microaggression discussed or addressed at your institution? (Select all that apply)



### Other (write-in) Responses:

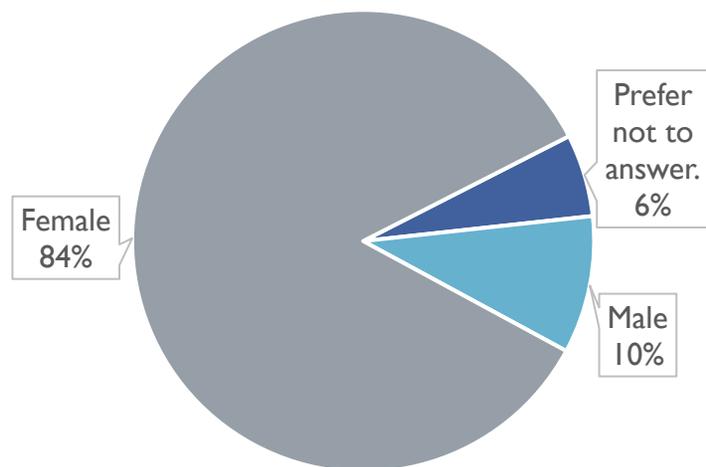
- Conversations among staff.
- If there are any issues, they are addressed personally in private, then addressed at our weekly staff meeting.
- It's discussed fairly well for GEM professionals by having someone who was also dealing with the sexually-problematic (i.e., rapists getting bad news coverage) sports teams come & speak with GEM staff. It was the first time I ever had someone acknowledge that we as staff do not have the clout to call out faculty when they are the perpetrators, but we brainstormed ways to use our informal social power to help improve things.
- Staff training.
- Workshops for Student Affairs staff. Workshops for students.

## Please share any other thoughts, comments or experiences you have on the subject of microaggressions:

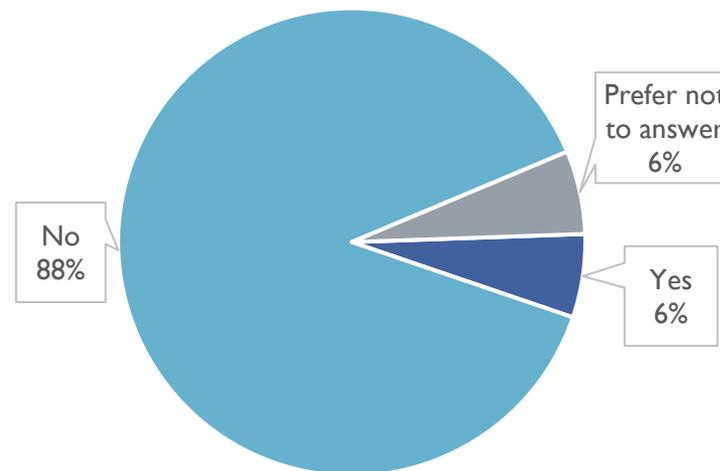
- Hierarchical Academic institutions inherently foster Microaggression towards ANY non-tenured academic or professional.
- I don't think half the people who use them are even aware.
- I have seen experienced faculty at our institution use microaggressions against admissions and other staff members on campus. They often don't understand our roles and/or don't believe our work or time is as valuable as theirs, and this can come out in the way they speak to or about us as times.
- It would be terrific to have a NAGAP-sponsored webinar around this topic. :)
- Microaggressions are addressed at my institution but dismissed in many ways. Our institution is very new and many who work here have never worked anywhere else so there is a large gap in learning and education on diversity and inclusion.
- Sometimes the challenge is to understand if you are witnessing someone just being a jerk vs. someone intentionally or unintentionally acting towards or saying something to another based on identity.
- The concept of "microaggressions" is based on flawed epistemology and a lack of scientific rigor, and its continued application in campus messaging and diversity initiatives serves to drive further social and racial alienation and disharmony, as well as worsening the mental health of students who are trained to perceive wrongdoing in every interaction. Just look at how the definition you use specifies that only "marginalized groups" can be victims of microaggression--there are definitions of "microaggression" in use that don't exclude anyone, and you chose the one definition of this otherwise very broad concept that is the least inclusive.
- The faculty can still be problems at this U & GEM staff are not able to sway, but we can sometimes advocate for students. But we have to notice in the first place. That's something we need more training on, especially as the majority of the staff in GEM that I see at my U are white-passing folks.
- We are a small institution so it is often hard to address microaggressions with colleagues in an appropriate way, without them being defensive.
- We do our best to be all-inclusive toward all faculty, staff, and students. To my knowledge, I have not witnessed or been a part of any microaggressions. However, I don't think we address either, and we probably should.

# Demographics & Definitions

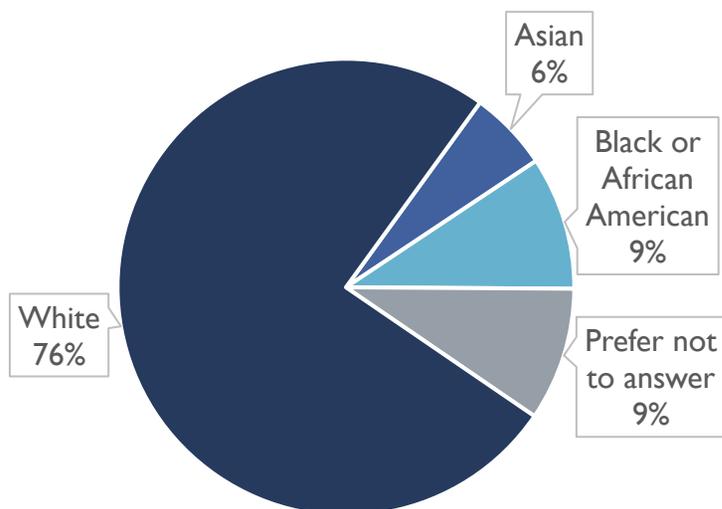
## I identify my gender as:



## Are you Hispanic/Latino?



## What is your race? (Select all that apply.)



## Definition for Microaggressions used in this survey:

*"Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership."* (Sue, 2010).

### References

Sue, D. W. (2010, November 17). Microaggressions: More than just race. Retrieved from <https://www.psychologytoday.com/us/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race>

The standard U.S. Federal Government race categories were used for this question.