November 2019 Flash Feedback Results: Microaggressions in GEM

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

- Yes 77%
- No 15%
- Uncertain 8%

n=52

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

- Yes 46%
- No 22%
- Sometimes 16%
- I have not encountered microaggression at my institution 14%

If so, towards whom were they directed?

(Select all that apply)

- Student 56%
- A Colleague 56%
- Myself 50%
- Staff 44%
- Faculty 20%
- Uncertain 16%

Responses not selected (0%): Other

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

- Yes 54%
- No 25%
- Uncertain 21%
How is the topic of microaggression discussed or addressed at your institution?  (Select all that apply)

- Guest Speakers: 37%
- Seminars: 31%
- Online training: 24%
- Uncertain: 22%
- Committees: 20%
- Town Halls: 16%
- It is not addressed: 16%
- Courses: 14%

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:

- Female: 84%
- Male: 10%
- Prefer not to answer: 6%

Are you Hispanic/Latino?

- Yes: 88%
- No: 6%
- Prefer not to answer: 6%

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

- White: 76%
- Asian: 6%
- Black or African American: 9%
- Prefer not to answer: 9%

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


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