

# THE COLLECTIVE

Micro-aggressions Awareness within Organizational Culture

# #TEAM



Wendy  
Armour

COMPUKIDZ



Helen  
Banks-Routon

Eastside  
Baby Corner



Meredith  
Bogguss

Microsoft



Karin  
Duval

Leadership  
Eastside



Carrie  
Fannin

Children's  
Institute  
for Learning  
Differences



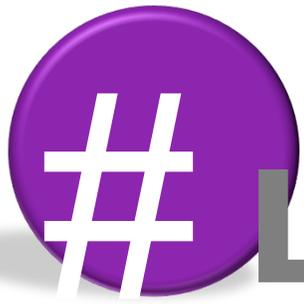
MaSanda  
LaRa Gadd

HeartVision  
s



Chad  
Minnick

Concur  
Technologie  
s

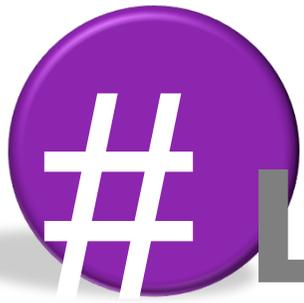


**LEADERSHIP EASTSIDE**



**LEADERSHIP  
EASTSIDE**

Convening Leadership for the greater good



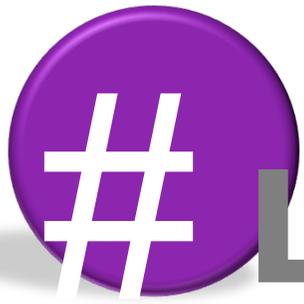
# LEADERSHIP EASTSIDE

Leadership Eastside Believes:

- That everyone deserves to thrive
- That collaboration transcends silos and narrow interests
- That those affected by an issue must be part of the solution



LEADERSHIP  
EASTSIDE



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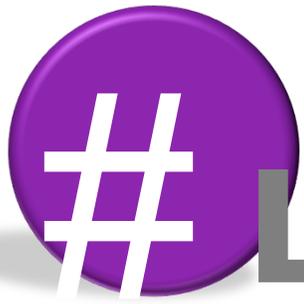


# LEADERSHIP EASTSIDE

Inform

Equip

Connect



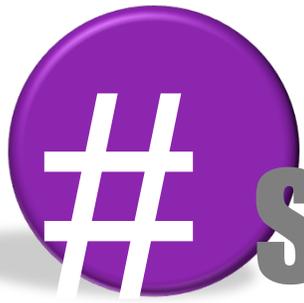
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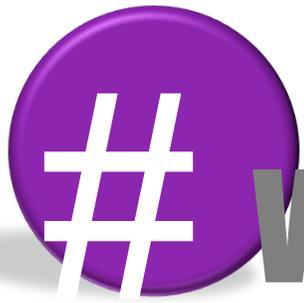
LEADERSHIP  
EASTSIDE



# SCOPING

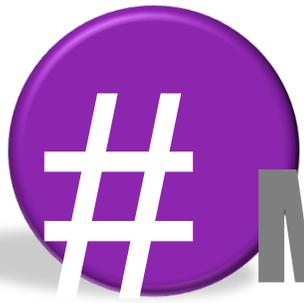
King County  
Community  
Network





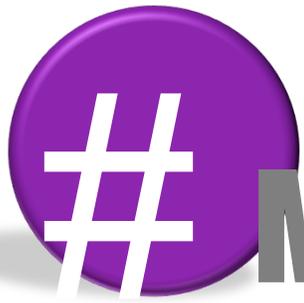
WHY





# MICROAGGRESSIONS

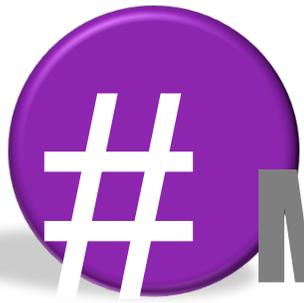
“Commonplace verbal or behavioral indignities,  
whether intentional or unintentional,  
which communicate hostile, derogatory,  
or negative slights and insults.”



# MICROINSULT

*“Behavioral or verbal remarks or comments that convey rudeness, insensitivity and demean a person’s physical ability, religion, gender, sexual orientation, racial heritage or identity.”*





# MICROINSULT

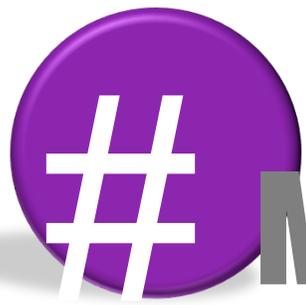
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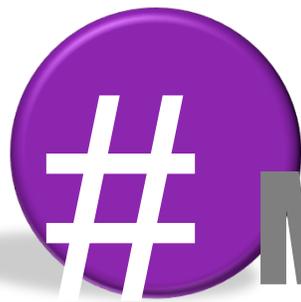




# MICROASSAULT

*“Explicit derogations characterized primarily by a violent verbal or nonverbal attack.”*

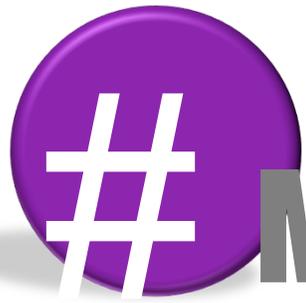




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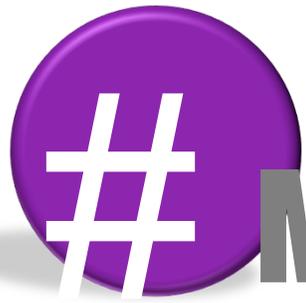




# MICROINVALIDATION

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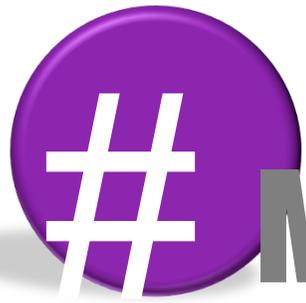




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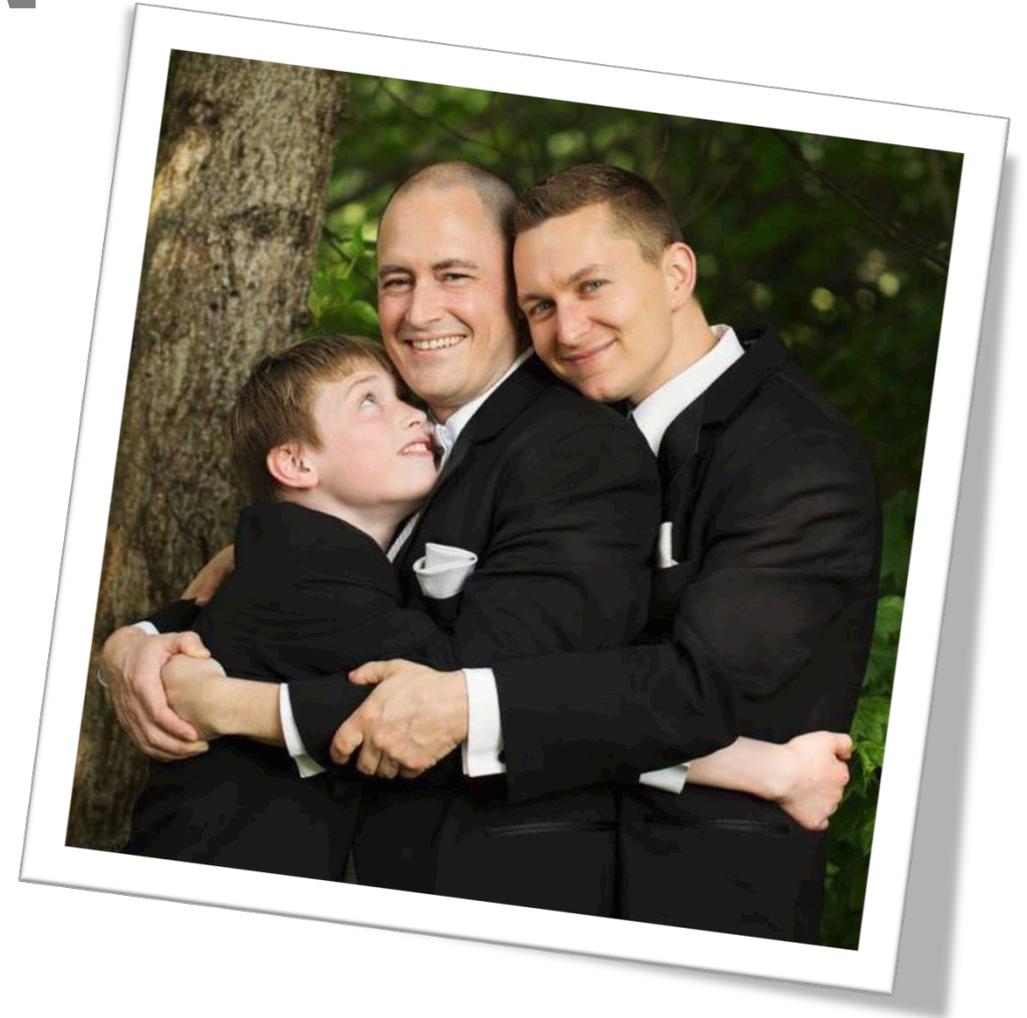
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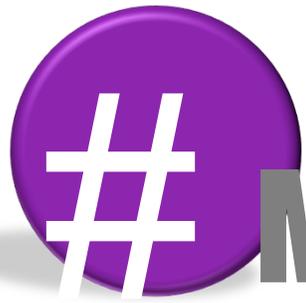




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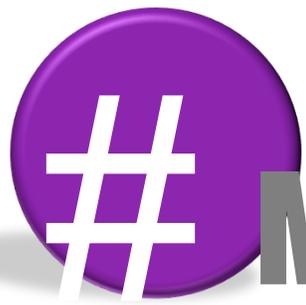




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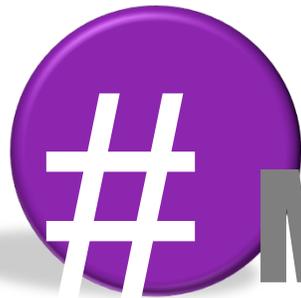




# MICROEXCLUSION

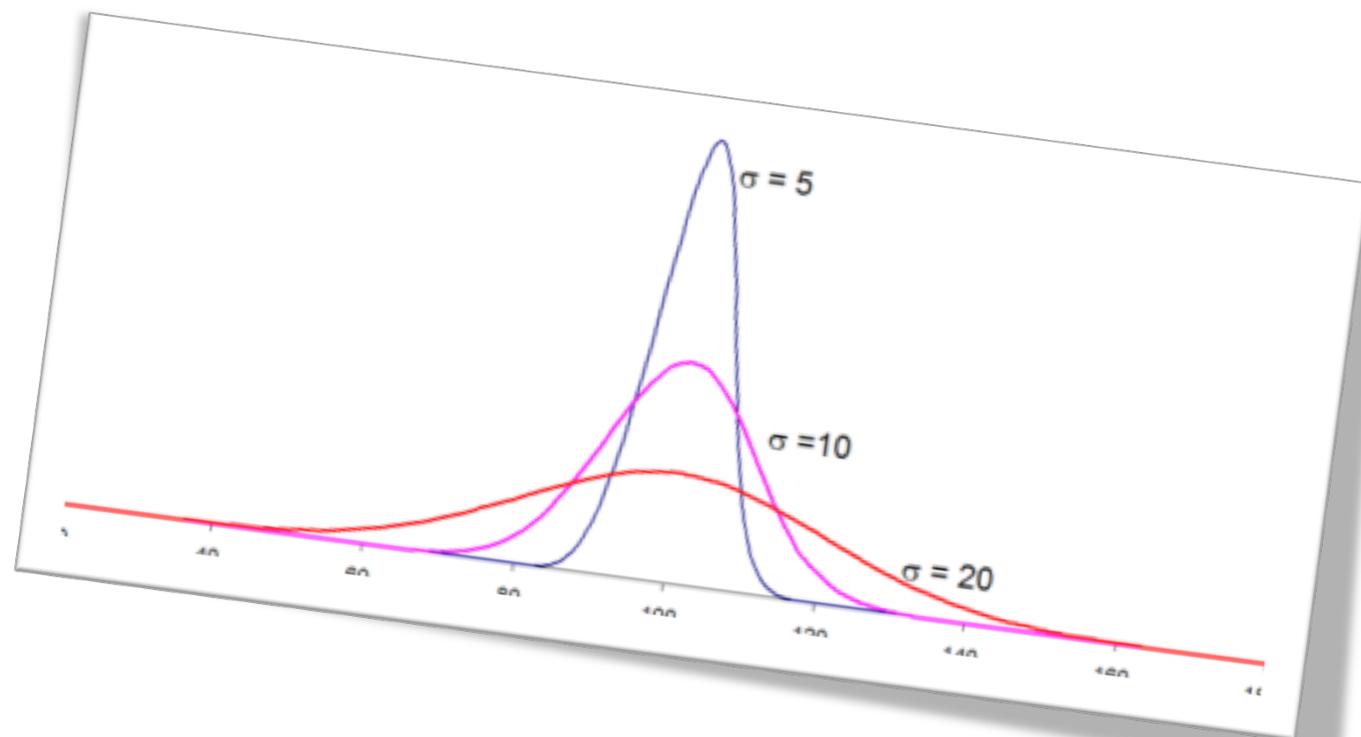
*“The omission or lack of presence of people of a particular religion, gender, sexual orientation, physical ability, racial heritage in real and symbolic locales that serve to facilitate perceptions of exclusion.”*

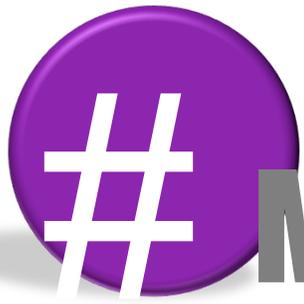




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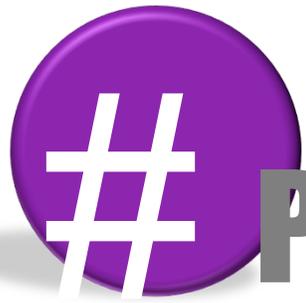




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# PERSONALLY RELATING

principles

judgment

conscience

values beliefs standards

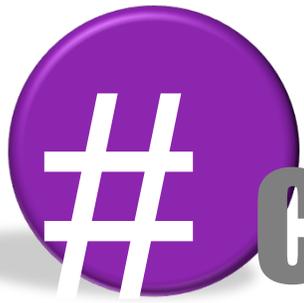
mindset

assumptions

views ideals theory

morals

opinions



# CAMPAIGN

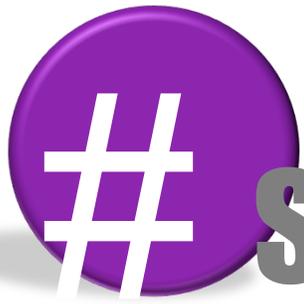
## THE PROJECT

To foster communication, collaboration, learning and awareness with the Pluralism & Social Justice Committee at Cascadia College.

## THE WORK

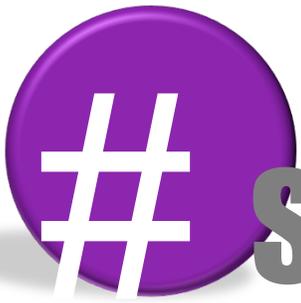
Working directly with Cascadia's President and Pluralism & Social Justice Committee to create and implement a plan for raising awareness and providing education on micro-aggressions.





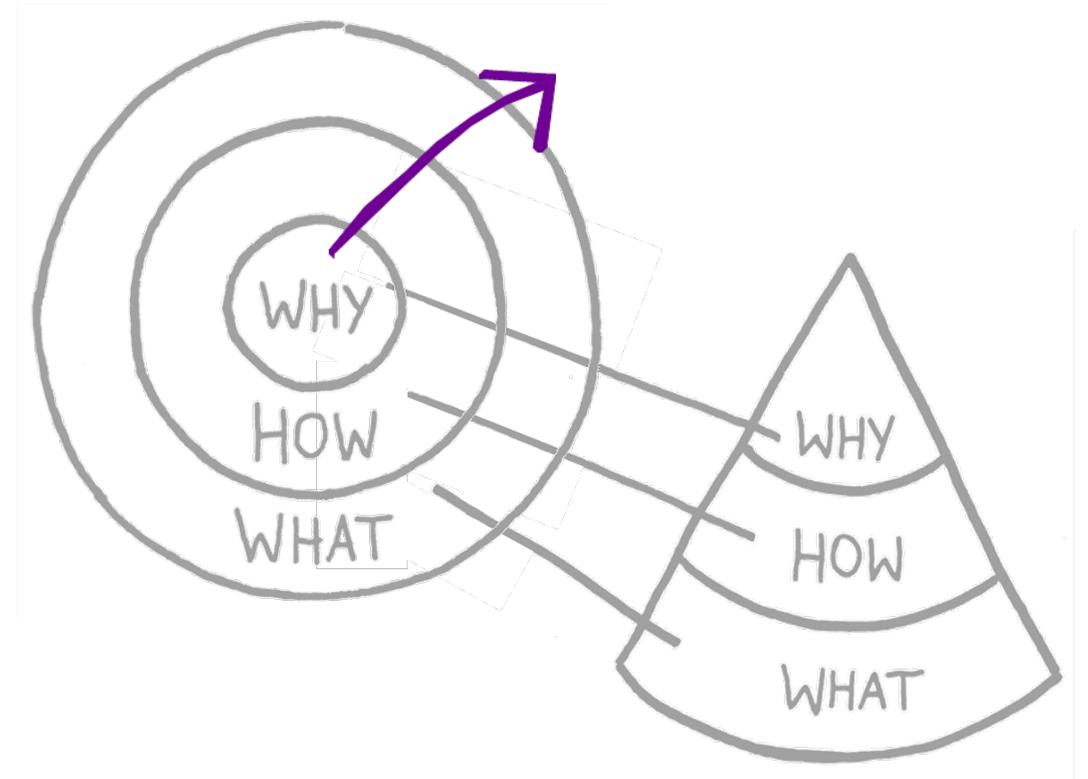
# STEPPING UP

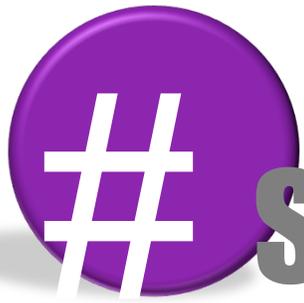
- Assemble your core – Protect your group
  - Find people with the passion
  - Build a safe environment to work together
    - This work is personal – and not easy
    - Gracious Space
    - Build team trust



# STEPPING OUT

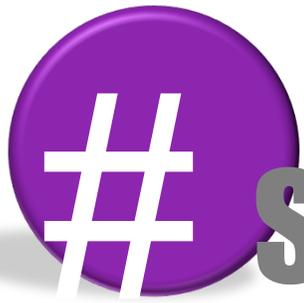
- Develop your Mission
  - Root into the WHY
  - Golden Circle
- A “Why” focus:
  - Keeps the drive
  - Protects your overall mission





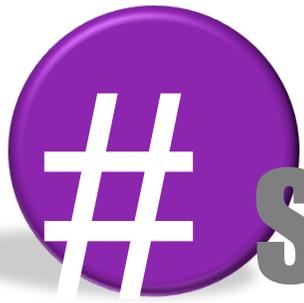
# STEPPING IN

- Protect the culture of your organization
  - Raise awareness
  - See selves as change agents
  - Key elements:
    - Build understanding
    - Focus on improvement, not disassembling
    - Enact personal change



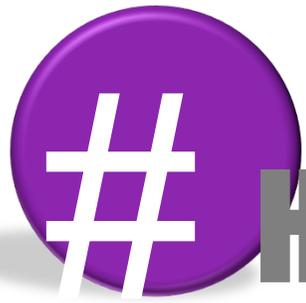
# STEPPING IN

- Invite “The Stranger”
  - Open perspective
  - Expect dissent
  - Bring all voices to the table



# STEPPING IN

- Learn as a team
  - Personal biases
  - Added perspectives
  - Walk your talk
  - Open and honest conversations



# HONORABLY LEAD

challenges

fulfillment

impact

gratitude