Learning Outcomes

• Understand what microaggressions and macroaggressions are and how they negatively impact the mental health of people of color

• Learn how white supremacy culture shows up in the workplace

• Understand stages of grief for communities of color

• Engage in reflection and discussion on actionable allyship and how to take meaningful action
Meditation

BREATHE IN
BREATHE OUT
"'Good intention' is a hall pass through history, a sleeping pill that ensures the Dream."

Ta-Nehisi Coates
Culturally Taxed and Depleted
Microaggressions

“...everyday slights, put-downs, invalidations, and insults directed to socially devalued group members by well-intentioned people who may be unaware that they have engaged in such biased and harmful behaviors...”

(Sue & Sue, 2016)
## Microaggressions

**Microassault**: “…blatant verbal, nonverbal, or environmental attack intended to convey discriminatory and biased sentiments.”

**Microinsult**: “…unintentional behaviors/verbal comments that convey rudeness/insensitivity and/or demean racial heritage, gender identity, religion, ability, or sexual orientation.”

**Microinvalidation**: “unintentional verbal comments/behaviors that exclude, negate, or dismiss the psychological thoughts, feelings, or reality of the target group.”

<table>
<thead>
<tr>
<th>Microassault</th>
<th>Microinsult</th>
<th>Microinvalidation</th>
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</thead>
<tbody>
<tr>
<td>• Racial epithets</td>
<td>• Rushing to help a disabled person</td>
<td>• Colorblindness</td>
</tr>
<tr>
<td>• Overt discrimination</td>
<td>• “You’re so articulate.”</td>
<td>• Dismissing sexual orientation as a phase</td>
</tr>
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(Sue & Sue, 2016)
Microaggressions and Mental Health

- Chronic pain
- Fatigue
- Low self-esteem
- Depression
- Anxiety
- Post-Traumatic Stress Disorder
- Questions of worth and value
- Powerlessness
- Health issues
- Feelings of inferiority
- Death
White Supremacy Culture

...shows up everywhere....

- Dress code
- Perfectionism
- Worship of the written word
- Defensiveness
- Only one right way
- Claiming a right to comfort
- Tokenism
- Individualism
- Fear of open conflict

https://www.dismantlingracism.org/white-supremacy-culture.html
The Grief is Real

• 5 Stages of Grief
  • Denial
  • Anger
  • Bargaining
  • Depression
  • Acceptance

• 5 Stages of Black Grief
  • Despair
  • Self-Blame
  • Move to Action
  • Endurance
  • Survival

Kübler-Ross, 1969; Scott, 2020
Beyond the Book Club
Defining Allyship

What makes an ally?

• Someone belonging to a dominant group who actively disrupts oppressive systems and situations when they’re witness to ones that disparage marginalized groups

• Consistent, sustainable, reliable action centered on the group(s) they seek to be in partnership with to advance their social justice

• A learner who constantly self-evaluates, engages with the perspective of those they seek allyship with for accountability
Defining Allyship in the Workplace

• Making sure that contributions, POVs are known and attributed in meetings, work products, etc.
• Advocating and amplifying the voices of groups not represented in decision-making, discussions, etc.
• Addressing policies, compensation practices, and hierarchical structures that diminish the rights and mobility of others
• Interrupting social or professional behavior that renders the voices, presence, and contributions of others invisible or less valuable
Allyship Resources

What resources should you use?

What we see in DEI work:

• DEI facilitation: bringing in experts to help address or redress internal culture
• DEI Assessment Tools
• Forming DEI committees, groups, councils
• Restorative healing practices and conversations
• Affinity spaces
• Advocating for these resources
Resources

Books

- T-I-H-I-C-K
- all about love

Articles

- Black Grief
- Not Just Book Clubs
- White Supremacy Culture
- Better Ally
- Model Minority Stereotype
- What Is Owed
Contact

Alexis “Lexi” Losch, M.S.Ed, M.A., LPC, NCC
lexi@lexilosch.com

Tre Johnson
tre.johnson@catalyst-ed.org

Sana Meghani
sana.meghani@trelliscompany.org
Self-Care Webinar Series

Register for the final webinar in the It’s Okay to Not Be Okay series:

Part Four: Towards Healing: Community Meditation and Trauma-Conscious Yoga

December 15 @ 12:00 PM CT

Speakers: Nityda Gessel, LCSW, E-RYT, TITY and Alexis “Lexi” Losch, MS.Ed., MA, LPC, NCC

GUEST SPEAKERS

Alexis “Lexi” Losch, MS.Ed., MA, LPC, NCC

Dr. Komal Chandra, Ph.D., New Jersey Institute of Technology

Tre Johnson, Catalyst: Ed

Nityda Gessel, LCSW, E-RYT, TITY, The Trauma-Conscious Yoga Institute

MODERATOR

Sana A. Meghani, M.Ed., Program Manager, Trellis Company
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