

POSTDOC WINTER WORKSHOP SERIES

Topic: “But I didn’t mean it like that” – Recognizing and Responding to Bias and Microaggressions.

Date: November 16, 2017

Facilitator: Jude McNeil, Assistant Director, Office for Inclusive Excellence, University of Utah

Summary: Jude started this 2-hour workshop with discussion about emphasizing the need of better understanding of bias and the impact it has on individuals and academic campus climate. Then we have discussed key terms and definitions of microaggressions, bias, social groups, oppression, privilege, and marginalization. By working in a small group we practiced identifying and responding to microaggressions by analyzing examples of various statements and how a person could experience each statement as a microaggression, followed by defining implicit message. Next, we discussed two cases, where we were defining unspoken message, short and long term impacts of the microaggression, and ways of responding to it. In addition we analyzed potential social and professional pressures that might keep one from responding to bias and microaggression. Finally, Jude shared the information about the Office for Inclusive Excellence (<https://inclusive-excellence.utah.edu/>) and how to report a bias incident.