

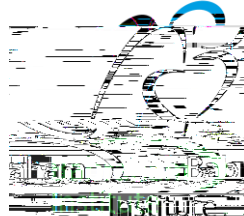


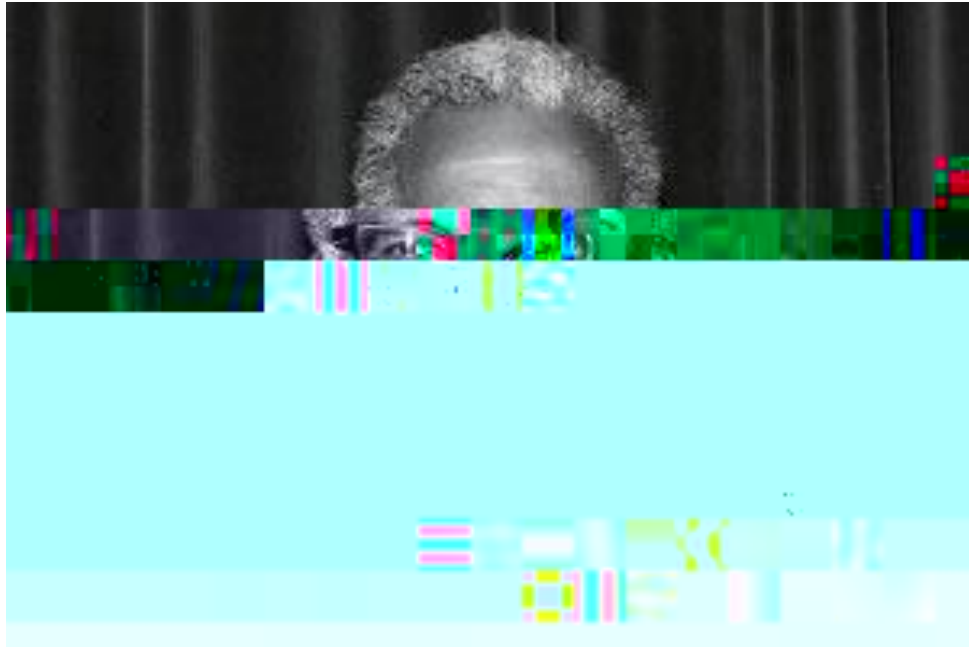
Elizabeth Wynn

She/her

26/3/2020

Access to Quality of Life

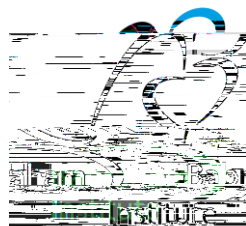




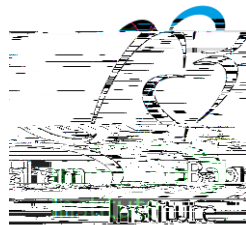
Chester M. Pierce

" -white racial interactions [that] are characterized by white put-downs, done in an automatic, preconscious, or unconscious

: brief and common verbal, behavioural, and environmental communications, whether intentional or unintentional, that transmit hostile, derogatory, or negative messages to a person because they belong to a marginalised group

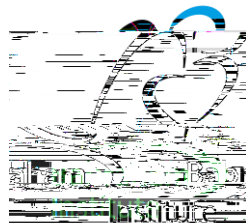


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- Small
 - Common
 - Subtle
 - (Unintentional)
 - Harmful

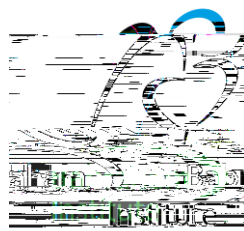


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- Microassault: explicit verbal and nonverbal derogatory remarks or actions
 - Microinsult: comments or actions that demean or disrespect marginalised identities that are insensitive, demeaning and rude
 - Microinvalidation: an experience that excludes, negates, and nullifies reality

Sue et al. 2007

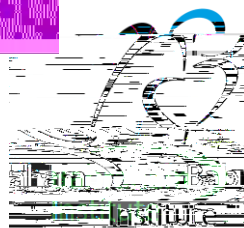


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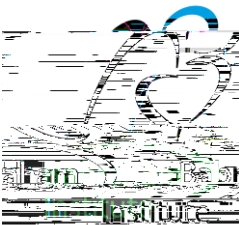




Fordham University campaign



Dismissal	o u What is demisexual	Your sexual orientation or gender
Invasion of privacy	= surgery?	

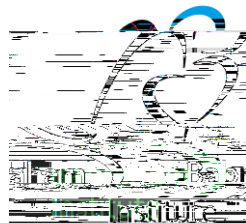


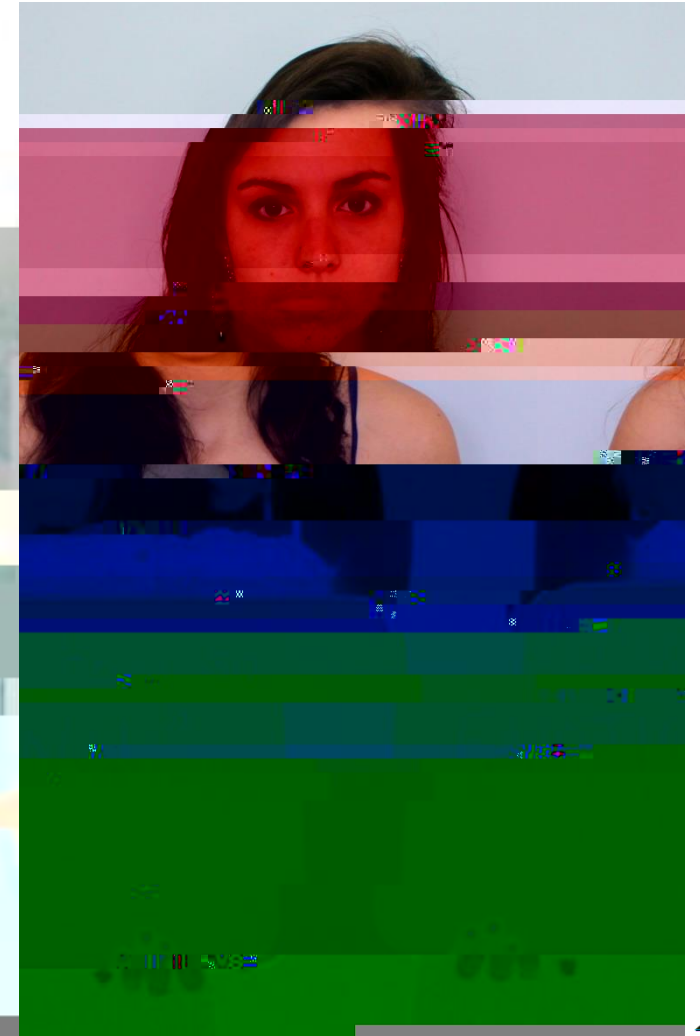
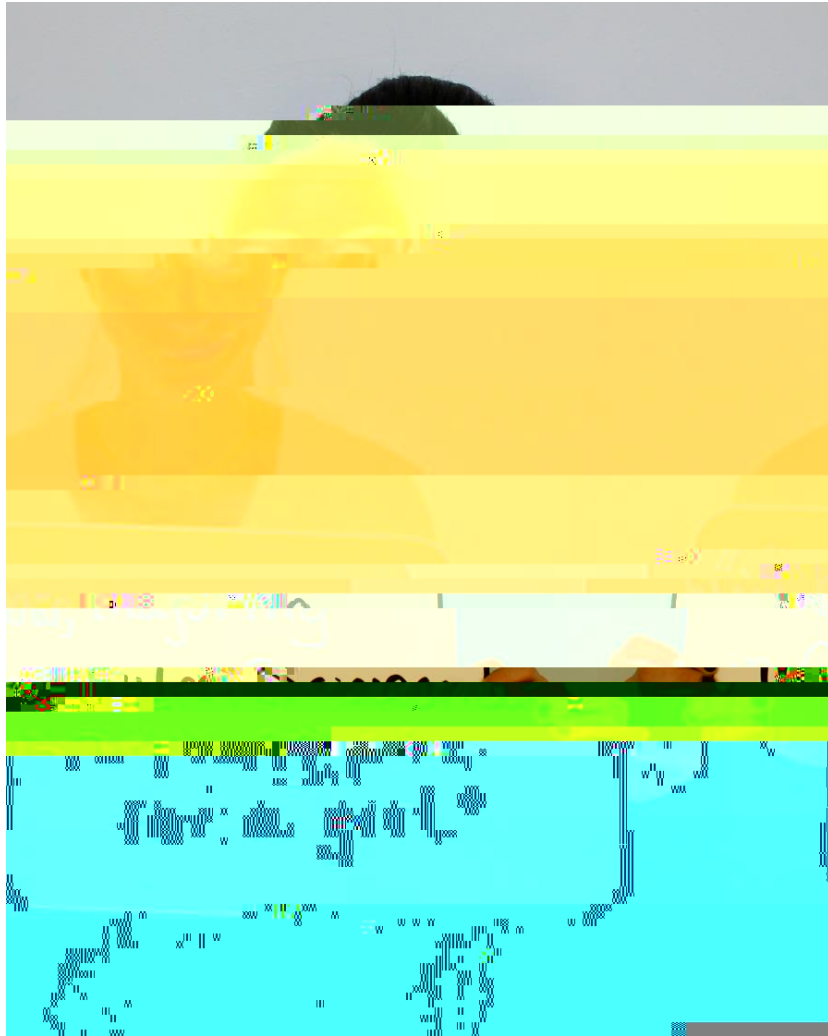


On Sex and Gender, Connecticut University; GLAAD campaign



Myth of meritocracy	<ul style="list-style-type: none"> • The best person should get the job • Only merit counts 	<ul style="list-style-type: none"> • It's not about your effort not your gender • Women get special treatment in hiring and promotion
Environmental	<ul style="list-style-type: none"> • Rooms or buildings are all named after men • Only portraits of men on the walls 	<ul style="list-style-type: none"> • You are an outsider here
Second-class citizen	<ul style="list-style-type: none"> • Assuming a woman is more junior than she is 	<ul style="list-style-type: none"> • Someone like you cannot be high status





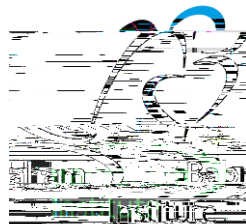
On Sex and Gender, Connecticut University; Forbes



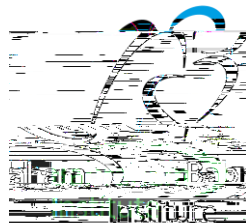
Their size and ambiguity makes microaggressions hard to recognise and easy to dismiss.

However, the cumulative effect is damaging.

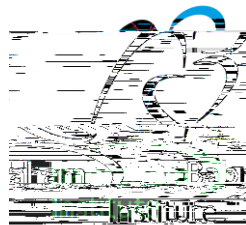
Being able to label microaggressions helps us address them and recognise systems of oppression.



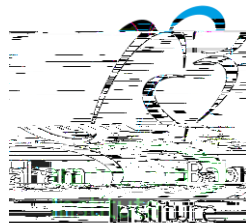
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- Remember: your experience is valid
 - Come up with tactics for frequent occurrences
 - Consider the circumstances and outcomes



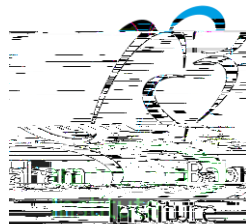
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- Challenge discrimination
 - Prepare responses for common occurrences
 - Be an ally
 - "I don't know what that means."
 - Follow their lead



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- Don't be defensive
 - Apologise and reflect
 - Be aware of your own biases and privilege
 - Learn
 - Do research
 - Interact with people who are different from you, in terms of race, culture, sexual orientation, and other characteristics.



Any questions?



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- What exactly is a

