Microaggressions Playbook

Microaggressions Playbook Training - All Staff and Manager

All Staff

Safe Learning Culture

What is a Microaggression?

Learning Objectives

- Recognize the Problem of Systemic Oppression
  - Cycle of Socialization, Cycle of Liberation, Process of Change
  - Connect Centering, Supremacist Power, and Power Dynamics
  - Encourage Accountability Encounters as the Site of Change for Supremacist Power Dynamics
  - Connect Microaggressions to Masking, Codeswitching, and the Lack of Psychological Safety They Represent
  - Introduce the spectrum of trust

Activities and Metrics

Pre-Work: Read Lily Zheng's DEI Deconstructed, Chapter 6, Identity and Difference and answer the six questions at the end of the chapter

Measures how many people complete the six questions at the end of the pre-work chapter to measure interest and engagement at the beginning of the training.

Playbook Scavenger Hunt: Have staff look in the playbook to answer:

- Why was this playbook (and training) created according to the playbook?
- What is a microaggression? Use the playbook to find the answer or use your own words. Ask if anyone wants to add to the definition a couple of times.
- Ask someone to share what page the definition of microaggressions is on.

Measures how many people complete/participate in the scavenger hunt to measure accessibility to the playbook and staff's ability to navigate to specific pages within the playbook.

Manager Training

Psychological Safety (After Safe Learning Culture)

Facilitating Accountability Encounters (After What is a Microaggression?)

Learning Objectives

- Increase Leadership's Awareness of Opportunities and Risks for Management in Addressing Microaggressions at Work

Activities and Metrics

Before the Psychological Safety Module: Read the White Supremacy Culture Characteristics: Right to Comfort, Power Hoarding, and Fear of Conflict definitions and antidotes.

- Compare and contrast the three characteristics to what we learned about Safe Learning Culture.
- Reflect on if the dynamics presented thus far have been reflected in any leadership figures in your career. If not, what can we learn from the leadership figures who've influenced your approach to management?

Measure any support needs, in terms of understanding and connecting the concepts of White Supremacy, Systemic Oppression, and Power.