

**[Insert Date], All Staff Meeting
Campus Library Diversity Team**

AGENDA

- Introduction
- Framework
- Three types of Microaggressions
- Video
- Impacts
- Small Group Discussions
- Large Group Discussion

DEFINITIONS

Microaggressions

Definition: “brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults.”

Big picture: Interpersonal manifestations of structural inequality

Types of Microaggressions

Microassault: an explicit racial derogation characterized primarily by verbal or nonverbal attack meant to hurt the intended victim through name-calling , avoidant behavior, or purposeful discriminatory actions.

Microinsult: Communications that convey rudeness and insensitivity and demean a person’s racial heritage or identity. Microinsults represent subtle snubs, frequently unknown to the perpetrator, but clearly convey a hidden insulting message to the recipient of color.

Microinvalidation: Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color.
