



## Day three: Everyday racism

As HR professionals, we are familiar with the cumulative effect of ‘small’ repeated acts of discrimination, such as name-calling or exclusion.

Unlike some other forms of prejudice and discrimination, with microaggressions the perpetrator may not always be aware that their behaviour is hurtful. While microaggressions are sometimes conscious and intentional, on many occasions microaggressions may reflect the perpetrator’s unconscious biases.

A recent survey found that workers from ethnic minority backgrounds are significantly more likely to report experiencing or witnessing micro-aggression in the workplace than white workers.

In promoting and maintaining an anti-racist culture – it’s important to reflect on what steps we can take to understand the impact of our own behaviour, and how can we help make things easier for others?

Microaggression:

*‘How I deal with microaggressions at work’, BBC Ideas, (video, UK, 5 mins): <https://www.bbc.co.uk/ideas/videos/how-i-deal-with-microaggressions-at-work/p07sc5vb>*

*‘How do you create a more racially diverse and inclusive workplace?’, Jeya Thiruchelvam with Joy Stephens, (XperthR podcast, UK/US, 2020): <https://www.xperthr.co.uk/podcasts-and-webinars/podcast-how-do-you-create-a-more-racially-diverse-and-inclusive-workplace/165587/>*

*'Things not to say to a black woman'*, by Avery Francis Instagram (8 slides, 2020): <https://www.instagram.com/p/CBEF2DtD69T/>

*'The problem with the strong black woman stereotype'*, BBC Ideas, (video, UK, 6 mins): <https://www.bbc.co.uk/ideas/videos/the-problem-with-the-strong-black-woman-stereotype/p07sbxv9?playlist=reflections-on-race>

*'Examples of racial microaggression'*:  
<https://sph.umn.edu/site/docs/hewg/microaggressions.pdf>

*'You've Been Called Out for a Microaggression. What Do You Do?'* by Rebecca Knight (article, Harvard Business Review, 2020): <https://hbr.org/2020/07/youve-been-called-out-for-a-microaggression-what-do-you-do>

*'Like death by a thousand cuts: How microaggressions play a traumatic part in everyday racism'* by Nicole Vassell, Independent (article, UK 2020): <https://www.independent.co.uk/life-style/microaggression-meaning-definition-racism-black-lives-matter-george-floyd-a9568506.html>

*'What exactly is a microaggression?'*, (article, US, Vox, 2015 with link to video, 4 mins): <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>

*'Unmasking racial microaggressions'*, 2009, article by Tori DeAngelis (American Psychological Association, 9 mins, 2009): <https://www.apa.org/monitor/2009/02/microaggression>

*'Understanding the emotional tax on black professionals in the workplace'* (Bloomberg, article): <https://www.bloomberg.com/company/stories/understanding-the-emotional-tax-on-black-professionals-in-the-workplace/>

*'Nice Racism'*, book by Robin DiAngelo (US, 2021)

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