

Micro-Inequities 101

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What are Micro-Inequities?

BaiBoard Meet Room: 1936688




Micro-Inequities Definition

- ❖ **Micro-Inequities:** subtle, often unconscious, messages that devalue, discourage and impair workplace performance
 - Individuals are overlooked, singled out or ignored
 - Can be based on characteristics such as race, gender, ability, etc.
- ❖ Conveyed through...
 - Facial Expressions
 - Gestures
 - Tone of Voice/Choice of Words



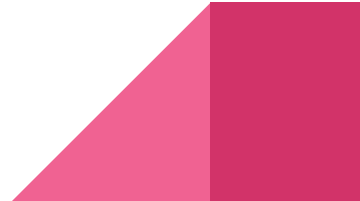
A Few Examples of Micro Inequalities

- Calling women “honey”, “baby”, “sweetheart”, etc.
 - Assigning tasks according to stereotyped roles (e.g. women as note-takers)
 - Interrupting, talking over, or ignoring women, people with disabilities, people of color, LGBTQ+, etc
 - Calling males and whites more frequently
 - “Where are you really from?”
 - Giving women and minorities easier tasks and questions
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Examples

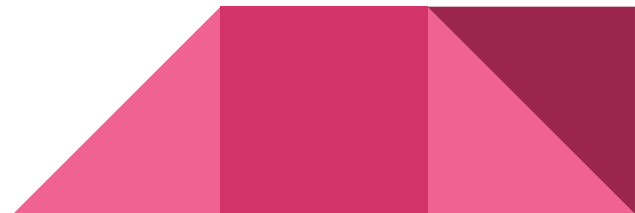


Can you Relate?

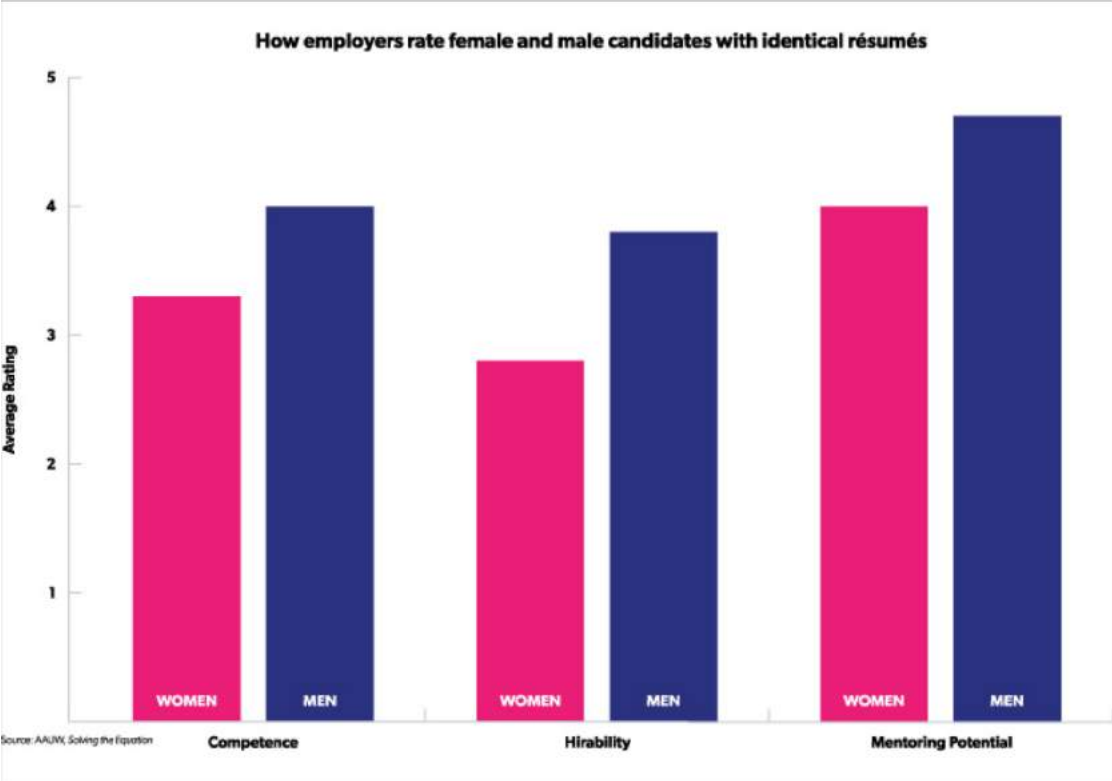
- ❖ Were you able to distinguish any Micro-Inequities throughout the video?
 - ❖ Have you seen any of these occur to yourself? If so, where?
 - ❖ How did it make you feel?
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Why do Microinequities happen?

- **Unconscious Bias** - prejudices or assumptions made about other people that aren't based on thoughtful judgment
 - social and cultural stereotypes
- **Comfortability in the known** - sense of security in gravitating towards those who you identify with
- **Intent vs. Impact** - The message displayed does not reflect the desired perception of the recipient



Example of Unconscious Bias



Activity

Split into groups and try to find 3-4 things you all have in common

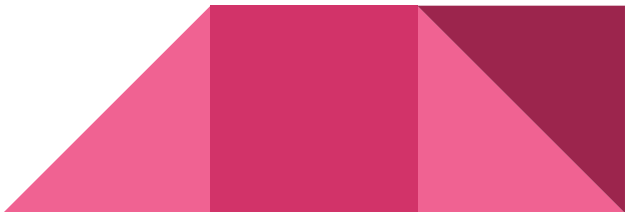


Things We have in Common

- What did your group have in common?
- Was it hard to find things in common?
- Even though we all have different backgrounds and experiences, we are able to
 - Find common ground & relate to others
 - Work together to achieve a goal
 - Innovate through different ideas



How to Combat Micro-Inequities

- ❖ Working Together on Teams: work as equals, in pursuit of common goals
 - ❖ Recognize your unconscious biases - Take the Implicit Association Test
 - ❖ Individuation: learning to see diverse others as individuals rather than as members of groups
 - ❖ Direct Contact: make direct contact with members of other groups
 - ❖ Context/Environment: making everyone feel like they have a voice
 - ❖ Avoid the Bystander Effect - Speak Up!
 - ❖ Acknowledge microinequities have occurred
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Micro-Messages

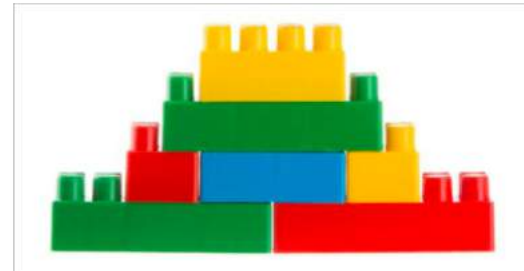
Micro-Inequities:

- Negative messages which cause people to feel devalued, slighted, discouraged, or excluded



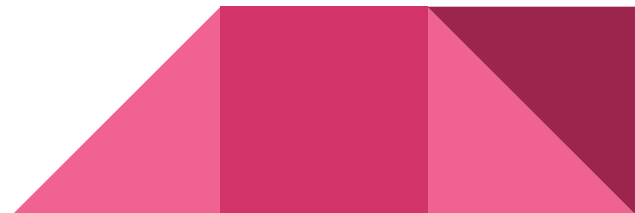
Micro-Affirmations

- Positive messages which cause people to feel valued, included, or encouraged



Micro Affirmation Examples

- Recognize and speak up for thoughtful and inquisitive comments in meetings
 - “That is a fantastic idea, I’m glad you brought it up!”
- Ask for opinions of a project/work related object
 - “ How do you think we should approach this?”
- Give Credit for ideas
 - “Teresa was able to develop a great database for our systems!”
- Body Language
 - Make eye contact with the person who is speaking
 - Avoid talking over the person
 - Nod/Smile when the person adds something of value

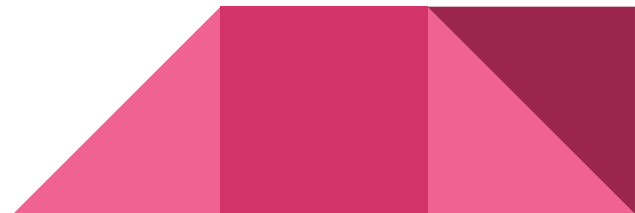


Role Playing



Impact of Micro-Inequities

- Can cause:
 - Hostile Work Environment
 - Lack of Opportunities amongst peers
 - People not to feel valued – decline in performance
- Being aware of one's actions and/or words can help with increasing a more inclusive and equal environment



Thank You!

