

Identifying & Addressing Microaggressions

**Focusing on language: what
they are and how they
manifest**

Overview

Goal: I & A micro-aggressions through language

- A. Setting up the scope
- B. How Microaggressions manifest in this intersection*
- C. How to respond to micro-aggressions
- D. Reference and questions (if any)

Part A

Setting the Scope

- **Watch a couple of short clips***
- **Group work**
- **Define micro-aggressions**
- **How do they manifest**
- **The main intersection for today's workshop**



Watch / listen

Important for next activity

- Please, watch and/or listen
- Take notes if you'd like
- Pay attention to what they say and how you feel

Group Work

Checking Our Starting Point

- Introduce yourself
- Answer the following questions
 1. Why are you attending this workshop
 2. Share two things that you'd like to get out of this workshop
 3. Share one thing that you would NOT like to see/hear
 4. Based on the videos/audios, what can you tell me about the speakers?

Share your group thoughts

Defining Micro-Agressions

Everyday insults, slight, indignities, etc. that marginalized groups experience

- Gender
- Sexual orientation
- Disability
- Religion
- Language use (L1, L2, and/or language variety)
- Etc

Defining Micro-Agressions

Everyday insults, slight, indignities, etc. that marginalized groups experience

- Samples:
 - Possible theft
 - Proving themselves
 - Rolling one's eyes
 - Using the race, women, gender, immigrant "card"

My Interest: The intersection scope

Part B

Group work!

Language!

Work in group and answer the following questions:

1. What language(s) would you like to learn?
2. Is there an accent that you like/dislike? Which one(s)?
3. In what occupations/professions should people speak “proper” English?

EnglishES

Who Owns the English Language?

Whose English counts?

- Native vs. Non-native speaker (Holiday, 2005)
- Varieties of English - Are they all equal? (Sterzuk, 2015)
- Monolithic language ideology (Ramjattan, 2015)

Who Owns the English Language?

Whose English counts?

- BANA countries (Ramjattan, 2015)
- Accent hierarchy (Kayaalp, 2016)
- Accent in Employment /sounding white (Ramajattan, 2015, 2019; Timming, 2017)

How these views affect people?

How does this affect people

Some examples based on research and personal experience

- Language, race, and accent (Amin, 2005)
- Auditory cues are used to discriminate against Black, Latino, and Asian students (Chin, 2009)
- Linguicism (Sjutnabb-Kangas, et al, 1995)

How does this affect people

Some examples based on research and personal experience

- Personal examples
 - US island trip
 - White until you speak
 - Job competition - pronunciation
 - Hospital visit
 - Phone call and front desk interactions

Part C

Another Group Activity

How would/should you address micro-aggressions?

- Work in groups and come up with two or three suggestions to address micro-aggressions with the intersection presented today or any other that you feel it is important to mention.

Share your group thoughts

Suggestions

No prescribed answer - it is up to you!

- Before confronting, and unfortunately, one needs to ask
 - Should I respond/clarify/correct/educate/argue?
 - If I do respond, would ...
 - Safety be a concern/ be in danger
 - This lead to an argument that I need to have
 - Affect my relationship
 - I have enough time to educate
 - Would I regret not saying anything

Suggestions

No prescribed answer - it is up to you!

- If one decides to address it, one should consider
 - Asking for clarification
 - Separating intent (connotation) from impact
 - Sharing one's own views without attacking the interlocutor
 - Creating an ethical space of engagement
- What has worked from me
 - Compassion, directness, feeling proud, self-care, educating, etc

Suggestions

No prescribed answer - it is up to you!

- Focus on intelligibility (Munro & Derwing, 2011)
- English as a Lingua Franca (Arisnabarreta, 2015; Sung, 2013).

Summary

Goal: I & A micro-aggressions through language

- A. Setting up the scope
- B. How Microaggressions manifest in this intersection*
- C. How to respond to micro-aggressions
- D. Reference and questions (if any)

Reference

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Thank you!

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