

## **Small Group Discussion: Your Experience**

Have you ever witnessed or experienced a microaggression/micro-inequity? If so, what happened?

Do you think you have ever committed a microaggression/micro-inequity? If so, what happened?

### **Scenario 1:**

You and a few colleagues are talking informally. The conversation turns to past jobs and the supervisors you've all had. You all agree that most managers/ supervisors have been ok, but there are always a few that are particularly challenging. One of your colleagues, Daniel, who identifies as a person of color, shares how he was treated differently by a particular group of managers in his last job. Daniel says, "It was so frustrating because they would listen to the white employees more than me, even when we were saying exactly the same thing. And I even felt it from some of the younger managers – it was subtle, but I noticed, of course. Sometimes the racism just gets really hard to deal with."

Most of your colleagues are silent, but one colleague, Denise, who identifies as white, says, "That sounds hard. I've had managers who don't listen to me, either. I'm not sure it's always about race, though. Sometimes they're busy or stressed out or just jerks, you know. I usually try to remember it's about them – and let it roll off my back. I also think having a positive attitude can help a lot."

### **Scenario 2**

You have a good relationship with a new staff member, Louise. You and Louise are talking about work when Louise says, "Can I ask you a question?" When you say sure, she continues, "Well, I don't want to sound biased or anything, but what's with Tre? Yesterday, he introduced himself, saying he 'identified as non-binary and used they/them pronouns.'"

Louise continues, "Since when is this a thing? I mean, 'they' isn't even a real pronoun – well, not for a single person. Of course I want to be respectful, but isn't some of this diversity stuff just getting out of hand?" Laughing a bit, Louise says, "I didn't think I'd need a gender studies degree for this job."

**What would you say if you wanted to address the issue and "reframe" the conversation?  
What would it look like to be an ally in the situation?**

**How might your own social identities (race, gender, disability, age, religion, sexual orientation, etc.) affect how you would respond – and how you might be perceived?**

**How might your role within your organization affect how you would respond – and how you might be perceived?**

### **Small Group Discussion: Next Steps: Advancing DEIA**

What can you do, personally, to help advance diversity, equity, inclusion, and accessibility in the places and spaces you inhabit? Be specific. Consider what you can do to help advance diversity, equity, inclusion, and accessibility at CCHE.

What can CCHE do to advance diversity, equity, inclusion, and accessibility? Again, be specific.

What barriers or challenges might get in the way of this work? How can you overcome these barriers and challenges?