


**“Did They Say  
That?”**

**“Yes, They Did!”**

**Dealing with Microaggressions in  
Supervision**



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# Introductions

In the chat, please share:

- Your name
- Affiliation/agency
- Title
- City/State
- Something you'd like to learn from this workshop

# Agenda

- Introductions
- Perspective Poll #1
- Defining Microaggressions
- Perspective Poll #2
- Meet Luis and Sandra
- Participant Responses
- Commentary
- Takeaways
- Wrap Up

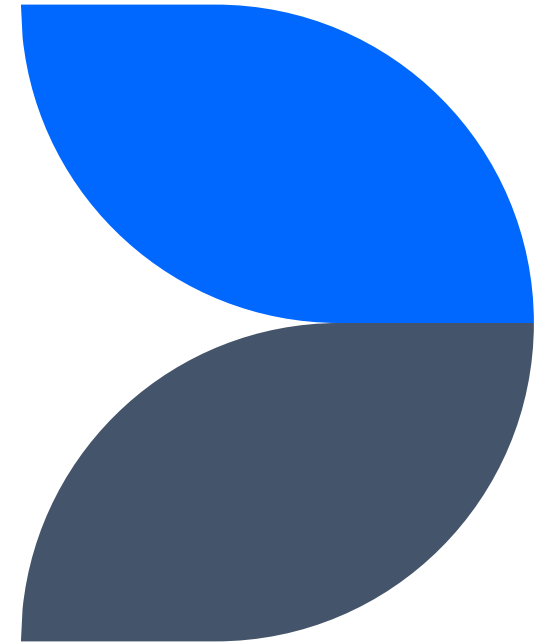


# Perspective Poll #1

**Supervision should include the following attributes, except:**

- a. Respect and positive regard for supervisees
- b. Genuine concern for supervisees' wellbeing
- c. Proactive therapeutic engagement to address supervisees' personal issues
- d. Curiosity about supervisees professional development goals

***Please watch for the poll to appear on screen before indicating your response.***



# Microaggressions as framework for this workshop on supervision

- In the business world, “microinequities” describes a pattern of being overlooked, under-respected, and devalued because of one’s race or gender (Sue et al, 2007).
- Supervision may be informed by clinical perspectives with inherent racial biases (Burkard & Knox, 2004; Sue, 2005).
- Implicit bias, stereotypes, and assumptions potentially infect the delivery of services (Richardson & Molinaro, 1996).
- “Aversive racism” (aka implicit bias) is difficult to identify, quantify, and rectify because of its subtle, nebulous, and unnamed nature (Sue et al., 2007).
- Pervasiveness of microaggressions in daily interactions is often dismissed and glossed over as being innocent and innocuous (Sue et al., 2007).
- Despite microaggressions generally discussed from the perspective of race and racism, any marginalized group in society may be targeted (Sue, 2010).

# Defining Racial Microaggressions

“Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults to the target person or group. They are not limited to human encounters alone but may also be environmental in nature.”

**Example: A person of color is exposed to an office setting that unintentionally assails their racial identity which is minimized through the sheer exclusion of decorations or literature that represents various racial groups.**

SOURCE: Sue et al., 2007

# Microassault

“Explicit racial derogation characterized primarily by a verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior, or purposeful discriminatory actions.”

**Example: Using racial epithets, discouraging interracial interactions, deliberately serving a White patron before someone of color, and displaying a swastika. Classified as “old fashioned” racism conducted on an individual level, most likely to be conscious and deliberate, and generally expressed in limited “private” situations (micro) that allow the perpetrator some degree of anonymity.**

SOURCE: Sue et al., 2007

# Microinsult

“Statement characterized by 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.”

**Example: A white employer tells a prospective candidate of color “I believe the most qualified person should get the job, regardless of race” or when an employee of color is asked “How did you get your job?”, signifying people of color are not qualified, and as a minority group member, the person must have obtained the position through some affirmative action or quota program**

SOURCE: Sue et al., 2007



# Microinvalidation

“Sentiment characterized by communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color.”

**Example: Asian Americans (born and raised in the U.S.) complimented for speaking “good” English or are repeatedly asked where they were born, the effect is to negate their U.S. American heritage and to convey that they are perpetual foreigners. When Blacks are told that “I don’t see color” or “We are all human beings,” the effect is to negate their experiences as racial/cultural beings.**

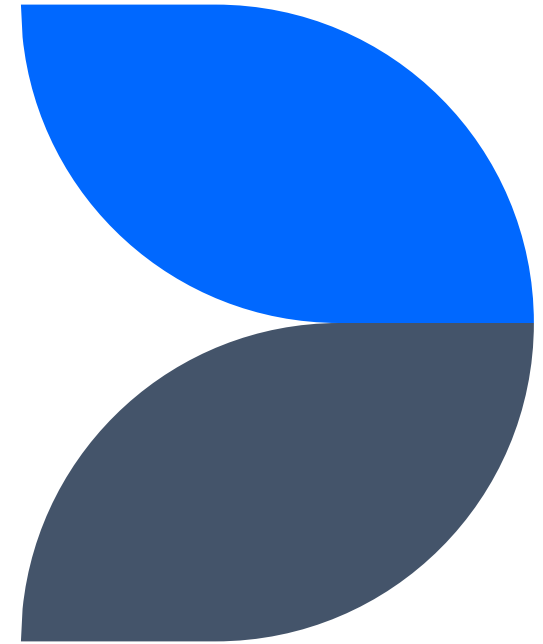
SOURCE: Sue et al., 2007

# Perspective Poll #2

**According to the microaggressions framework we just introduced, which of the following statements is true:**

- a. Any marginalized group in society may be targeted for microaggressions
- b. Microaggressions occur only in supervision
- c. Therapeutic boundaries are often crossed in supervision
- d. None of the above

***Please watch for the poll to appear on screen before indicating your response.***



# Meet Luis and Sandra



# Participant Responses

In the chat, please share your initial reactions to the video

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# Commentary

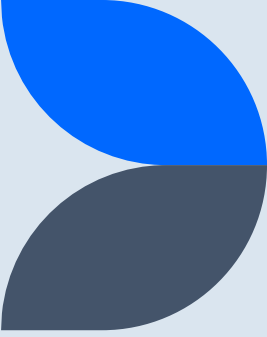
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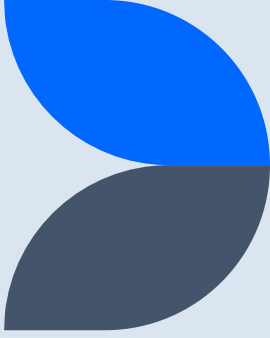
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# Commentary

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# Takeaways





## Workshop Alphas/+

## Workshop Deltas/ $\Delta$



# Wrap Up

Please type one word for something you learned (or will use) from today's workshop. However, do not press the return key. Simply type in the word and wait for further instructions.

# Presenters



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# Thank You!