

Microaffirmations:

Small Actions, Big Impact

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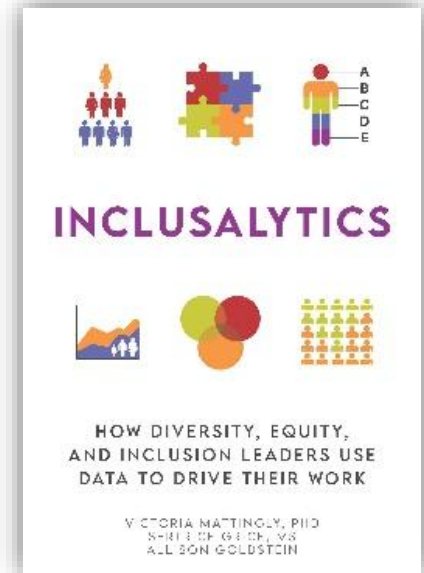
CEO & Owner
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MS in industrial/organizational
psychology

Diversity, equity, & inclusion
practitioner
and survey expert

Co-author of Inklusalytics

And dog mom to Winston 😊



Ground Rules



1. Participate fully
2. Platinum Rule (treat others as THEY want to be treated)



3. Speak from your own experiences
4. Be conscious of body language



5. Step up, step back



6. FAIL forward (embrace mistakes)

Agenda



1. Introduction
 - a) What is DEI
2. Micro-actions
 - a) Defining micro-actions
 - b) Discussion Groups
3. Q&A

Haaave you met my neighbor?



- Pair up with someone that you do not know.
- You will each take two minutes to introduce yourself to the other person. The person listening should take notes!
- You will then pair up with another pair and introduce your original partner for them.





What is DEI?



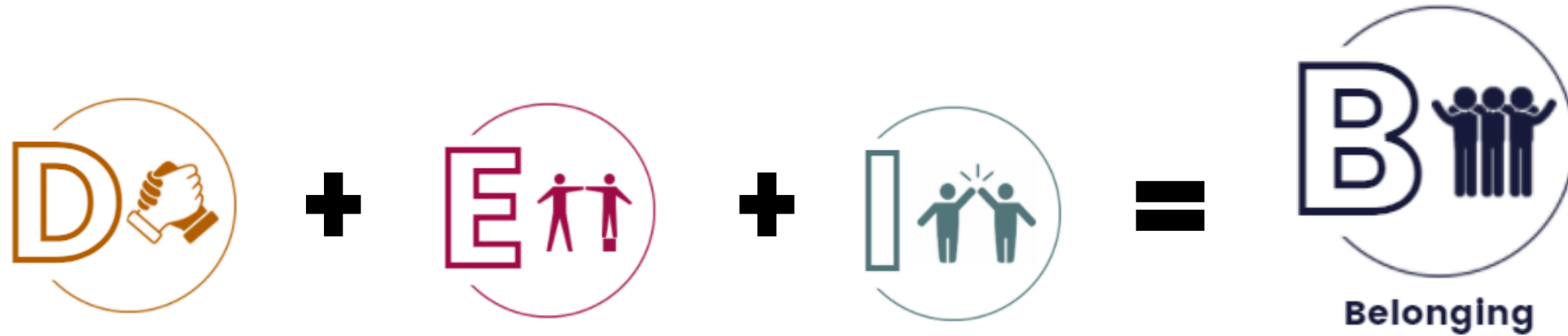
Diversity is a measure of **difference** in a group



Equity is how we **elevate** employees through policies, practices, and procedures



Inclusion is how we **treat** each other



Feeling valued
respected, seen &
heard

Mattingly Solutions Inclusive Behavior Pyramid





Micro-Actions

What are microaggressions?



Subtle words/actions that cause harm toward those from historically disadvantaged groups

*Often unintentional, but impact over intention

Subtle Acts
Exclusion

What are microaffirmations?

Intentional Acts of
Inclusion

Subtle words/actions that make others (esp. those from historically disadvantaged groups) feel valued, respected, seen, and heard

Microaggressions



Microaggressions make others feel:

- Invisible
- Inadequate
- Not an individual
- Not normal
- You don't belong
- You're a curiosity
- You're a threat
- You're a burden

Example Microaggressions:

- Using the wrong name/pronoun
- Interrupting others
- Asking someone where they are from (rather than assuming they are native-born)
- Assuming a person who is Asian is good at STEM
- Clutching your purse or wallet when passing a Black man on the street
- Dismissing an individual who brings up their out-group status + challenges in work/school setting
- Mistaking a Person of Color for a service worker

Microaffirmations



Microaffirmations make others feel:

- You are enough
- You are an individual
- You are special
- You are normal
- You are safe
- You belong

Example Microaffirmations:

- Non-verbal cues
 - Body language
- Active listening
- Correct pronunciation of one's name
- Proper use of pronouns
- Interrupting interruptions
- Calling “in”
- Calling out bias/others' microaggressions

Calling OUT vs. Calling IN



Instead of ‘canceling’:

- “You’re racist.”

Reduces learning and psychological trust; could result in defensiveness



Be curious and focus on the statement (not the person):

- “What do you mean?”
- “Tell me more.”
- “How might the other person view this situation?”
- “What data do you have to back that up?”

Opens up room for dialogue, makes it about the behavior and not the person

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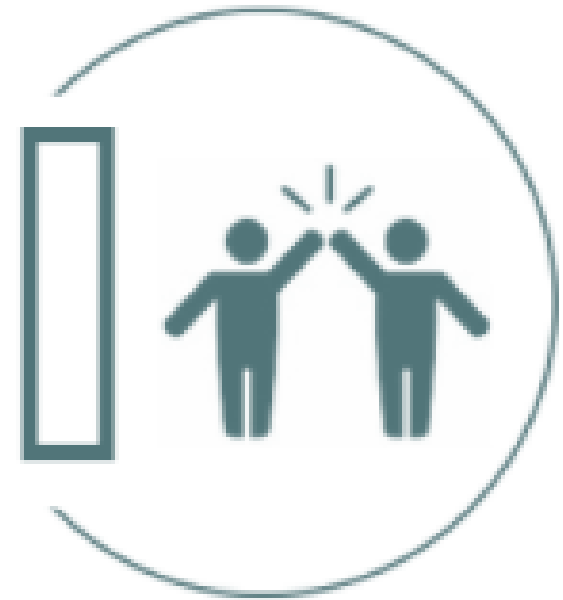
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Let's Apply It!



- Divide into groups of 5-6 people
- Discuss potential microaffirmations for specific identities. Write them down.
 - Groups 1: Neurodivergent
 - Groups 2: Indigenous Community
 - Groups 3: Veterans
 - Groups 4: Caregivers
 - Groups 5: ESL
 - Group 6: LGBTQ
 - Group 7: Religion
 - Group 8: Disability
 - Group 9: Socioeconomic status
- Debrief: let's discuss your key takeaways!



Discussion



What are some microaffirmations that personally make you feel valued, respected, seen, and heard?

What microaffirmations are more difficult for you to perform?

What's **one way** you are going to incorporate microaffirmations into your day-to-day life?

Example Microaffirmations:

- Non-verbal cues
 - Body language
- Active listening
- Correct pronunciation of one's name
- Proper use of pronouns
- Interrupting interruptions
- Creating accessible presentations
- Calling out bias/others' microaggressions

Key Takeaways



1. **Diversity** is how we see each other; be sure to consider intersectionality!
2. **Equity** is how we elevate employees through policies, practices, and procedures
3. **Inclusion** is how we treat each other; individual level
 - Allyship – an ongoing relationship between an ally and their partner, working together toward a shared goal
 - Inclusive leadership – Visible commitment, humility, awareness of bias, curiosity about others, cultural intelligence, and effective collaboration
 - Everyday inclusion – microaffirmations
4. **Belonging** is feeling valued, respected, seen, and heard
5. **Microaggressions** are subtle words/actions that cause harm toward those from historically disadvantaged groups
6. **Microaffirmations** are subtle words/actions that make others (esp. those from historically disadvantaged groups) feel valued, respected, seen, and heard



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Thank you!

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