



## **Deconstructing Implicit Racial Bias**

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## About AccessMatters

AccessMatters, formerly Family Planning Council is the catalyst for providing access to sexual and reproductive health care for teens and adults in need. As a capacity building organization, we have been trailblazing for over 40 years to eliminate barriers to high caliber care for more than 200,000 people annually.

Through research, training, delivery of evidenced-based programs, community engagement and advocacy, AccessMatters is poised to lead the way in transforming access to sexual and reproductive health.

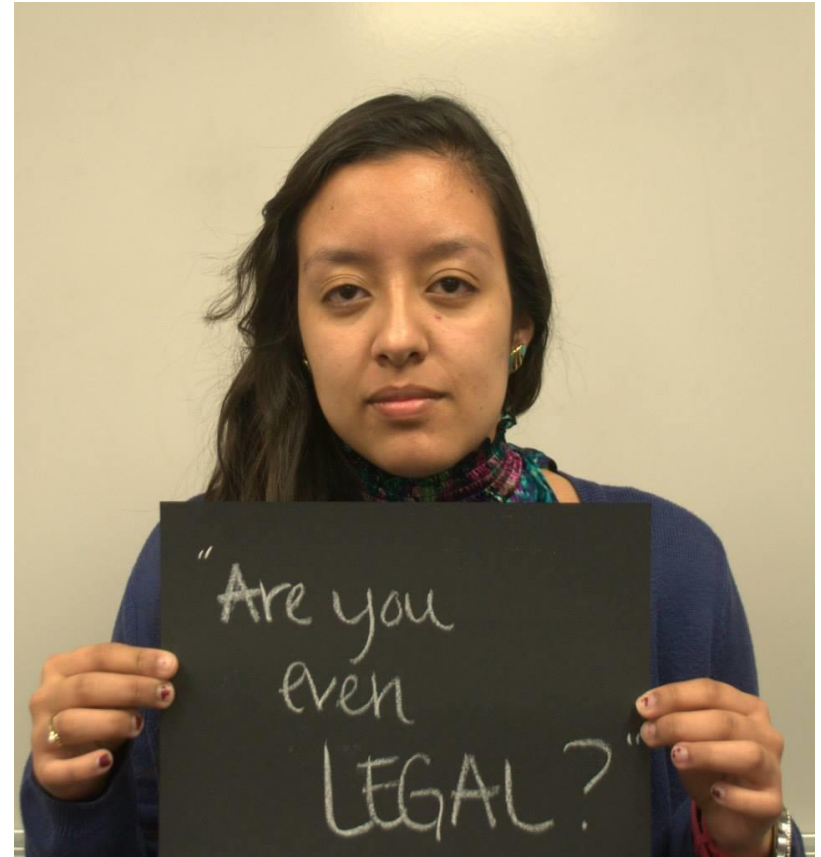
## Learning Objectives

- ◉ Describe the framework of racial microaggressions
- ◉ Distinguish implicit racial bias from explicit racism
- ◉ Identify the steps of the Reparative Response Model

# What's a microaggression?

## Definition

Social exchanges in which someone indirectly communicates a negative, derogatory, often stereotypical cultural belief that belittles, dehumanizes, and alienates a **member of a marginalized group**



“Are you even legal?”

# Three Categories of Microaggressions

# Microaggressions

- ⦿ Microassault – intentional (racial slurs, epithets, “jokes”)
- ⦿ Microinsult – unintentional
- ⦿ Microinvalidation – intentional/unintentional (usually in response to being called into awareness about a microinsult you committed)

# Stereotyping



# Stereotype

A cognitive structure that contains the perceiver's knowledge, beliefs, and expectations about a human group



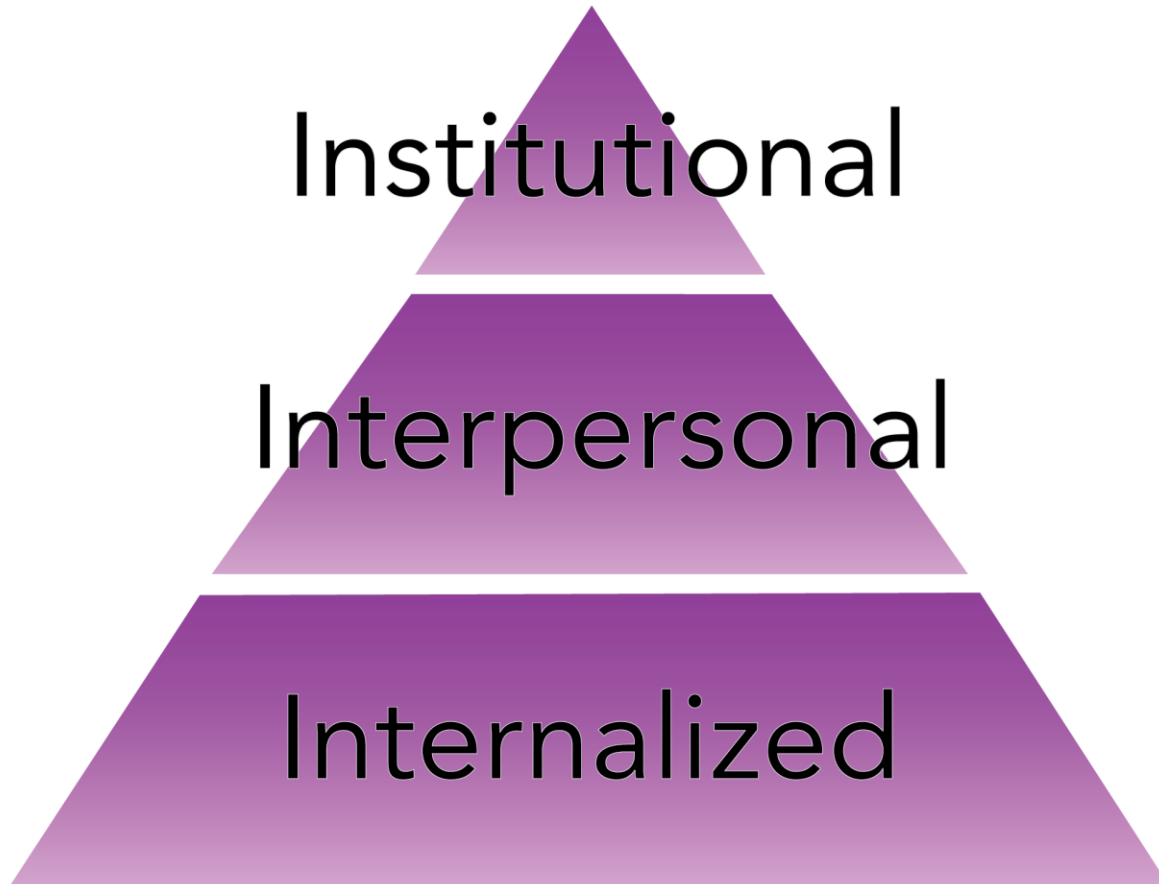
# Stereotype Process



- ◉ Phase 1: Categorization of the individual
- ◉ Phase 2: Activation of beliefs

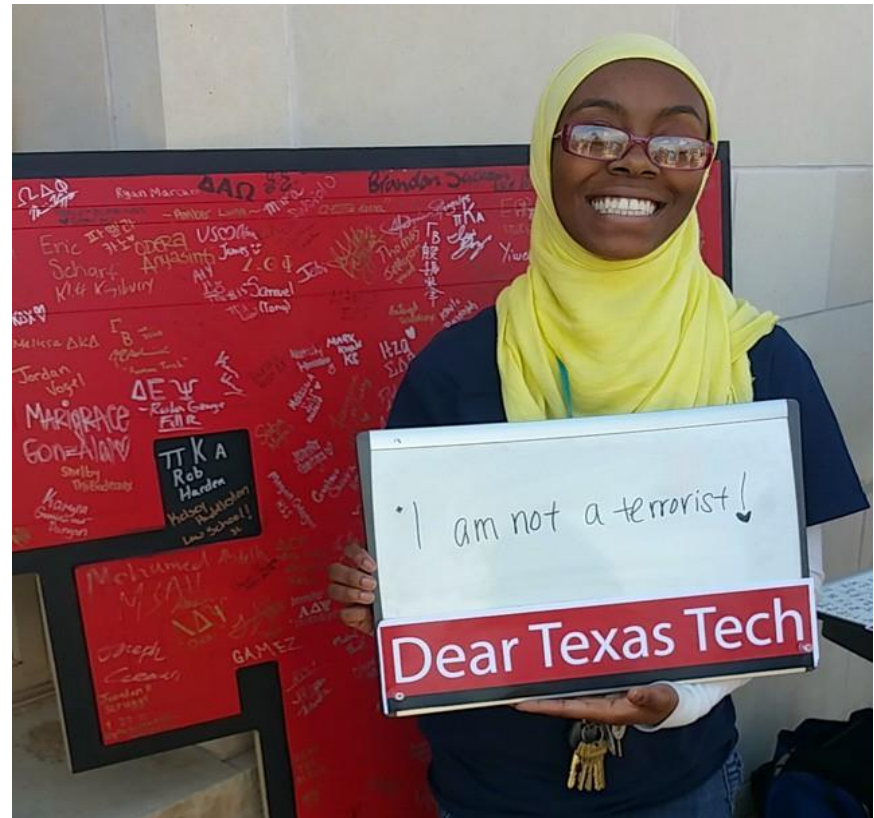
# Understanding the Impact of Racial Microaggressions

# Impact



# Impact

- ⦿ Anxiety
- ⦿ Depression
- ⦿ High Cholesterol
- ⦿ Hypertension
- ⦿ Hypervigilance
- ⦿ **PTSD**
- ⦿ Self Harm
- ⦿ Substance Use
- ⦿ Suicidality



I am not a terrorist.

# Apply CPR

## After Committing a Microaggression

- ◉ Calm yourself
- ◉ Practice humility
- ◉ Repair

# What does this sound like?

## YES

- ⦿ I am sorry I hurt you.
- ⦿ Thank you for holding me accountable.
- ⦿ I hear you and appreciate you sharing your experience.
- ⦿ I will reflect on this so I can do better next time.
- ⦿ I have some work to do and will take responsibility for educating myself.

## NO

- ⦿ I am sorry if you are offended.
- ⦿ You misunderstood me because that's not what I meant.
- ⦿ I am deeply hurt that you think I am racist.
- ⦿ You are being overly sensitive.
- ⦿ I've had a hard life too.



**Thank You!**

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