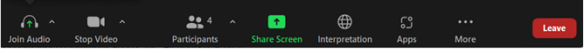




### Welcome to today's workshop

Access your menu options on the bottom of the screen (desktop) or tap the screen (tablet/smartphone).  
*Tip: If you don't see the menu, move your cursor (desktop) or tap the screen (tablet/smartphone).*



- **Chat:** Watch for information and resources from the event hosts. During the Q&A session, share comments about Steve's challenge questions.
- **Reactions:** Click the button to react to the presentation. Click the arrow to change reaction intensity or hide reactions shared by others.
- **Raise Hand:** All participants' lines are muted during today's webinar. During the Q&A session, raise your hand if you want the host to unmute you.
- **Show Captions:** Show or hide subtitles, view a transcript in a separate Zoom window, and change settings.
- **Interpretation:** To watch the American Sign Language (ASL) interpreter video, select Watch>ASL
- **Participants:** See how many people are on the workshop.



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## Unconscious Bias and Microaggressions: Implications for Supporting Aging Adults and Individuals with Disabilities workshop

May 17, 2023



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## Unconscious Bias and Microaggressions: Implications for supporting aging adults and individuals with disabilities

Brea M. Banks, Ph.D.  
Assistant Professor | Clinical Psychologist  
Department of Psychology  
Illinois State University  
@DocBanks4

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- Find comfort in silence
- Allow space for everyone
- Active engagement is most productive
- Folks are in different spaces

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Program and Policy Areas   Grants   Data, Research & Issues   Newsroom   About ACL

### Advancing independence, integration, and inclusion throughout life

The Administration for Community Living was created around the fundamental principle that older adults and people of all ages with disabilities should be able to live where they choose, with the people they choose, and with the ability to participate fully in their communities.

By funding services and supports provided primarily by networks of community-based organizations, and with investments in research, education, and innovation, ACL helps make this principle a reality for millions of Americans.



Administration for Community Living: Strengthening Communities Video

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- **Unconscious:**
- **Implicit:**
- **Bias:**

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- **Unconscious:** relating to or marked by absence of awareness
- **Implicit:**
- **Bias:**

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- **Unconscious:** relating to or marked by absence of awareness
- **Implicit:** not observed directly; lacking conscious awareness
- **Bias:**

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- **Unconscious:** relating to or marked by absence of awareness
- **Implicit:** not observed directly; lacking conscious awareness
- **Bias:** inclination or predisposition for or against something; tendency or preference
- **Prejudice:**

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- **Unconscious:** relating to or marked by absence of awareness
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- **Bias:** inclination or predisposition for or against something; tendency or preference
- **Prejudice:** negative attitude toward another person or group formed in advance of any experience
- **Stereotype:**

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- **Bias:** inclination or predisposition for or against something; tendency or preference
- **Prejudice:** negative attitude toward another person or group formed in advance of any experience
- **Stereotype:** beliefs/expectations about qualities and characteristics that simplify and expedite perceptions and judgments; often exaggerated and resistant to revision
- **Discrimination:**

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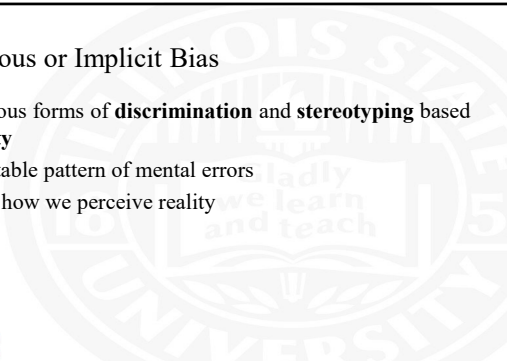
- **Unconscious:** relating to or marked by absence of awareness
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- **Prejudice:** negative attitude toward another person or group formed in advance of any experience
- **Stereotype:** beliefs/expectations about qualities and characteristics that simplify and expedite perceptions and judgments; often exaggerated and resistant to revision
- **Discrimination:** differential treatment; behavioral manifestation or prejudice

13      APA Dictionary      Department of Psychology | Illinois State University

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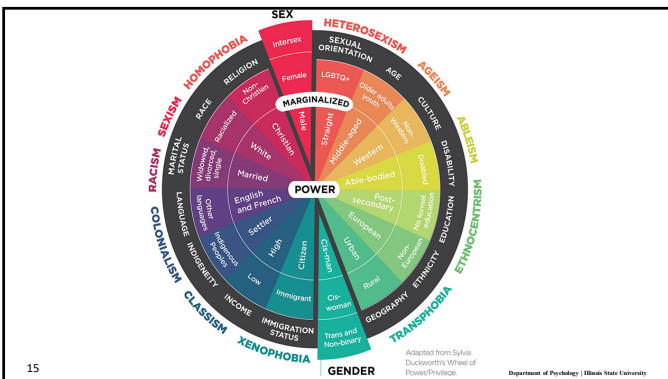
### Unconscious or Implicit Bias

- Unconscious forms of **discrimination** and **stereotyping** based on **identity**
- Unpredictable pattern of mental errors
- Influence how we perceive reality



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## Microaggression

- Verbal, behavioral, or environmental slights
- Subtle
- Often automatic and unintentional
- Occur daily
- Communicate hostile attitudes towards individuals holding marginalized identities
- Often based on stereotypes

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## Microaggression



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- Anxiety
- Depression
- Sleep difficulties
- Diminished self-esteem
- Depletion of cognitive resources
- Withdrawal
- Negative perceptions of climate

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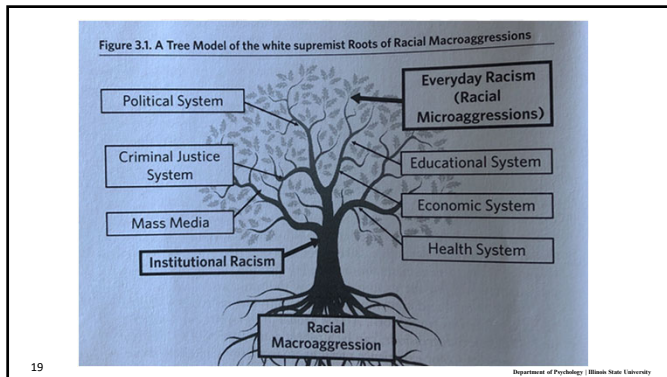
## Examples

- She's pretty for a Black girl.
- Gay man: I like your dress. Woman: Thanks! That means so much coming from someone like you!
- I love your hair! It's so fun. I wish I could wear mine like that.
- White man to Asian woman: dangles keys to his Porsche and says "so I hear you are single?"
- Wait, you're a lesbian? But you're so feminine!
- Can you teach me how to salsa?
- Muslim man: When I say my name people assume that I don't hang out with girls or enjoy going to parties.
- My mom doesn't let me wear hoop earrings because they make me look hood.

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### Microaggressions: Ableism & Agism

- **Ageism:** tendency to be prejudiced against older adults, to negatively stereotype them (e.g., as unhealthy, helpless, or incompetent), and to discriminate against them, especially in employment and healthcare
- **Ableism:** discrimination against individuals with disabilities or the tendency to be prejudiced against and to stereotype them negatively as, for example, less intelligent, nonproductive, or dependent on others

APA Dictionary  
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### Microaggressions: Ableism & Agism

- Being spoken to in a way indicating the individual doesn't understand because they're older
- Calling older adults *adorable*
- Assuming older people should make way for younger generations
- Jokes about older people and technology
- Physician talks to an adult child instead of the patient
- Telling an individual how inspiring they are in spite of their disability
- Rushing responses and not giving people time to process before responding
- Asking personal questions about devices or equipment
- Inaccessible spaces
- Failure to recognize strengths
- "I'm so OCD" or "Are you blind"
- "Dumb" "Stupid"
- "Suffers from"

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So, what should I do?

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### I observe a microaggression...

- Read the situation and allow voices of marginalized people to lead the conversation.
- Be ready with scripted language.
  - “Who are you referring to when you say that?”
  - “What do you mean?”
  - “I interpreted your comment this way \_\_\_\_\_. Is that how you intended it?”
  - “I can’t be sure what others might think, but that joke/comment made me feel \_\_\_\_\_.”
- Check in with the receiver and offer support.
- Initiate further conversation with the perpetrator afterwards.

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### Avoiding microaggressions...

- Ongoing reflection about your identities, upbringing, and biases
- **Read** AND intentionally choose media exposure
- Engage in conversation with folks on similar journeys
- Deficit thinking: individual & cultural
- Culture and Climate

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## I was microaggressive...


- And someone told me about it:
  - Recognize that dismissive attitudes are harmful and that it may have been difficult to share the feedback.
  - Manage any automatic defensive responses (e.g., "that's not how I meant it") → Intent vs. Impact
  - Don't expect them to educate you, especially if you microaggressed against them. Go read if you're confused.
  - Apologize!
- And I realized it in the moment or later on:
  - Offer yourself compassion, it happens.
  - Seek the person you microaggressed against and apologize.
  - Reflect on what you'll do differently to lessen the likelihood of reoccurrence.

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## THANK YOU!


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 @DocBanks4

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
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## Webinar Resources in the Libraries

1. Login at <https://www.shiphelp.org/> (click the orange SHIP Login padlock).  SHIP Login  
 2. Go to the Resource Library.  
 • Search for keyword "microaggression."

SHIPs



1. Step 1: Login at [www.smpresource.org](http://www.smpresource.org) (click the blue SMP Login padlock).  SMP Login  
 2. Step 2: Search for keyword "microaggression."

SMPs



• Resources will be emailed to the MIPPA listserv.

MIPPA  
Grantees



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The **panels** on the right show participants, chat, and polling (when used).  
Click the **>** or **x** to open and close panels.

The **menu** at the bottom allows you to mute, open participant and chat panels, and leave the event.

To **raise your hand**, open the participant panel, then click the hand icon in the lower right corner, or next to your name.



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**Thank you for attending!**

*Files have been added to Chat*

*Please respond to the post-event survey in Chat or the one being emailed to you.*

This project was supported, in part, by grant number 90SATC0002 from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects under government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official Administration for Community Living policy.

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