

TAKING OFF THE MASK: MICROAGGRESSIONS AND RETURNING TO THE WORKPLACE



by Gina C. Torino, Ph.D.

RESOURCES

Readings:

Banaji, M. R., & Greenwald, A. G. (2016). *Blindspot: Hidden biases of good people*. Bantam.

Kendi, I. X. (2019). *How to be an antiracist*. One world.

DiAngelo, R. (2018). *White fragility: Why it's so hard for white people to talk about racism*. Beacon Press.

Skinta, M., & Torres-Harding, S. (2022). Confronting microaggressions: Developing innovative strategies to challenge and prevent harm. *New Ideas in Psychology*, 65, 100921.

Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life: implications for clinical practice. *American psychologist*, 62(4), 271.

Sue, D. W., Calle, C. Z., Mendez, N., Alsaidi, S., & Glaeser, E. (2021). *Microintervention Strategies: What You Can Do to Disarm and Dismantle Individual and Systemic Racism and Bias*. Wiley.

Subramanian, S. (11, March 2021). A New Era of Workplace Inclusion: Moving from Retrofit to Redesign. <https://futureforum.com/2021/03/11/dismantling-the-office-moving-from-retrofit-to-redesign/>

Torino, G. C., Rivera, D. P., Capodilupo, C. M., Nadal, K. L., & Sue, D. W. (Eds.). (2019). *Microaggression theory: Influence and implications*. John Wiley & Sons.

Yuan, K. (16, June 2020). *Working While Black: Stories from Black Corporate America*. Fortune.com

Films:



1. *The Color of Fear* (1994)

<https://www.imdb.com/title/tt0484384/>

2. *FRONTLINE---“A CLASS DIVIDED” (JANE ELLIOTT)*

This is an excellent, classic video that demonstrates how quickly and easily children learn prejudice and discrimination. Very powerful film.

3. *TED—How to Deconstruct Racism, One Headline at a Time by Baratunde Thurston*

Model for becoming Anti-Racist:



ANTI-RACISM: FIXED TO GROWTH MINDSET

@HOLISTICALLYGRACE

FIXED - COMFORT

"I DON'T KNOW WHERE TO START OR WHAT TO SAY"

"I DON'T WANT TO GET IT WRONG OR GET CALLED OUT"

"IT WON'T MAKE A DIFFERENCE WHAT I DO, NOTHING IS GOING TO CHANGE"

"I DON'T GET INVOLVED IN POLITICS. I DON'T HAVE TIME"

GROWTH - COURAGE

"FIRST I WILL LISTEN/READ/WATCH. I WILL SPEAK AGAINST INJUSTICE"

"I WILL MAKE MISTAKES, NO DOUBT ABOUT IT. I WILL BE GRATEFUL FOR THE LESSON"

"THINGS HAPPEN WHEN I TAKE RISKS AND BECOME PART OF SOMETHING BIGGER"

"THIS IS A HUMAN RIGHTS ISSUE. THIS MATTERS, I WILL MAKE TIME"

