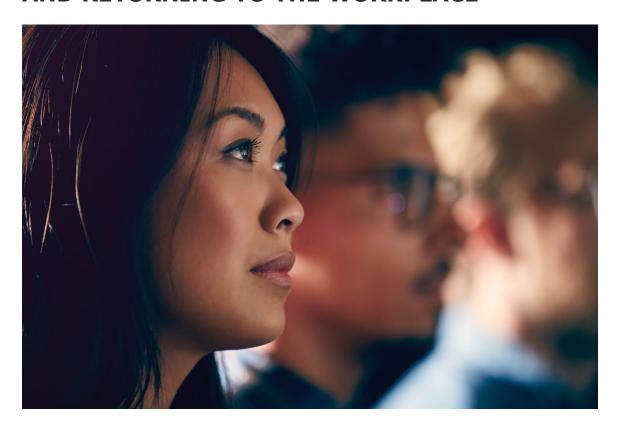
# TAKING OFF THE MASK: MICROAGGRESSSIONS AND RETURNING TO THE WORKPLACE



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.

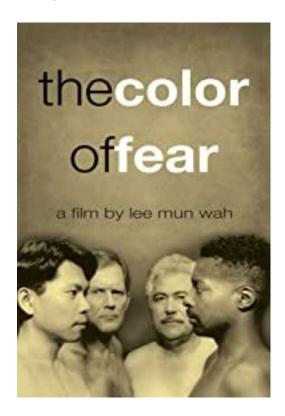
Sue, D. W., Calle, C. Z., Mendez, N., Alsaidi, S., & Glaeser, E. (2021). Microintervention Strategies: What You Can Do to Disarm and Dismantle Individual and Systemic Racism and Bias. Wiley.

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"