Interrupting Bias in Faculty Searches
Examples of Micro-Aggressions & Solutions

**Micro-aggressions**

Everyday acts of exclusion against underrepresented groups that attempt to denigrate their capabilities

- **Interruptions:**
  - Talked over, not allowed to finish one’s thought

- **Translations**
  - Another person thinks your ideas need to be translated for the group to understand

- **Misidentifications**
  - Called the wrong name or have your name repeatedly mis-pronounced

- **Exclusion**
  - When one is ignored and left out of networks

- **Marginalization**
  - One’s contributions are ignored or discounted

**Micro-support**

- Provide our full attention
- Acknowledge each other’s contributions
- Recognize strengths
- Respectfully ask questions for clarification
- Hold each other accountable when we see micro-aggressions
- Break the silence

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