



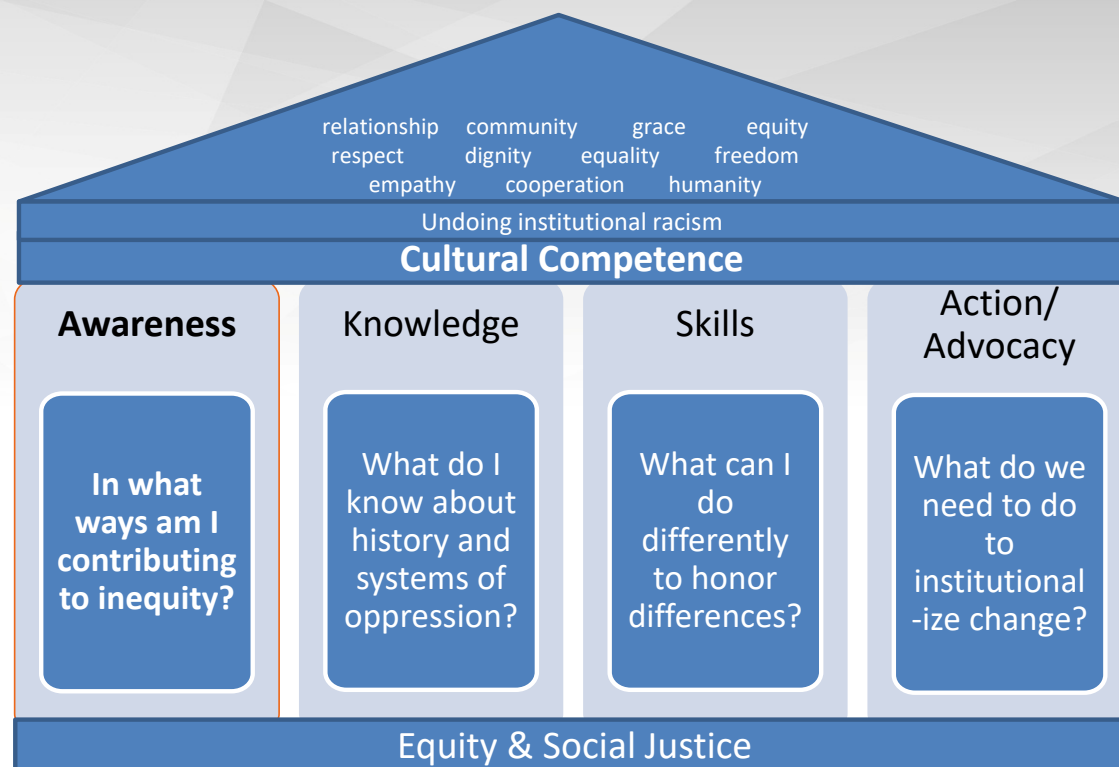
Micro...and Aggressive?



LEADERSHIP DEVELOPMENT FOR FORWARD-FACING FIRMS

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What is Cultural Competence?



IAT

- Implicit Association Test
 - Strength of Associations
 - Concepts
 - Evaluations
 - Stereotypes
- <https://implicit.harvard.edu/implicit/takeatest.html>

Microaggressions Defined

- Subtle expressions of racism that are more commonly seen or heard.
- Unintentionally hurtful words, phrases or actions that trigger an emotional reaction from the person to whom the message is delivered.

Microaggressions: Three Types

- Assault
- Insult
- Invalidations

Racial Microaggressions

Microassault

- Purposeful
- Conscious
- Usually in Private
- Open: Lose Control

Racial Microaggressions

Microinsult

- Subtle snubs
- Often unintentional
- Convey hidden insulting message
- Demeans racial heritage
- Can occur nonverbally

Racial Microaggressions

Microinvalidation

- Negates reality of POC
- Nullifies feelings
- Color blindness



Microaggression Themes

- Alien in own land
- Ascription of intelligence
- Color blindness
- Criminality
- Denial of individual racism



Microaggression Themes

- Second-class citizen
- Environmental
- Myth of meritocracy
- Pathologizing cultural behaviors



Identifying Themes

- “when are you going to have children, you aren’t getting any younger..”
- “I treat all people as equals.”
- “We need to transcend race.”
- “I’m surprised you speak English so well.”
- “Isn’t it warm with that wrap covering your head?”

Approach to Microaggressions

- Focus on intent over impact.
- Choose curious over furious (ask questions).
 - What, Who, Why, Where, When, How
- Calling In v. Calling Out

About the Speaker

Judy Hisson is the President and founder of Nesso Strategies. With over 15 years experience inside professional service organizations, she brings a wealth of knowledge and expertise in leadership, Emotional Intelligence, and strategic planning. A lifelong learner, professional coach, and athlete she partners with law firms to maximize performance – in strategic planning, leadership growth and team development.



619.546.7885



www.linkedin.com/in/judyhissong/



Judy@NessoStrategies.com



[@judyhissong](https://twitter.com/judyhissong)