

DIVERSITY FORUM

PRESENTED BY THE YWCA GREATER HARRISBURG

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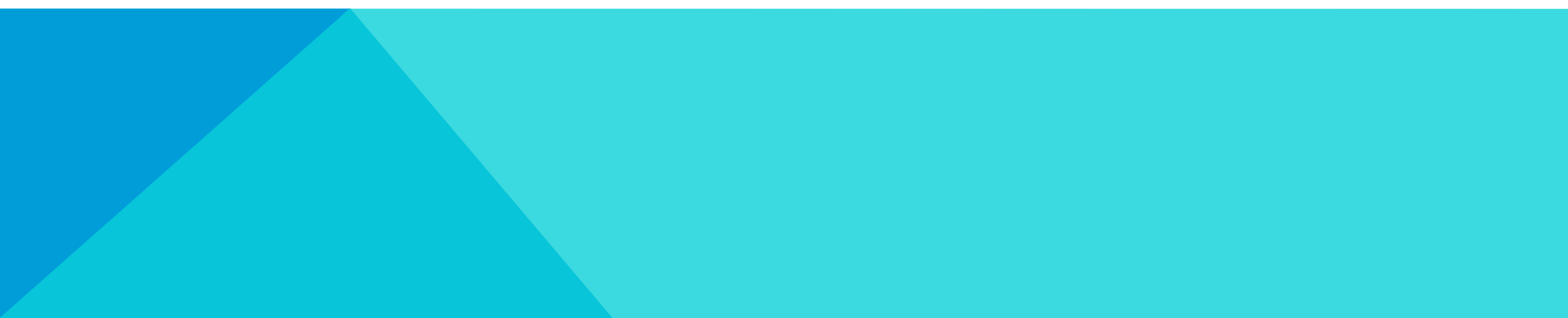
MISSION

TO FOSTER INCLUSIVE, ACTION-ORIENTED COMMUNITIES THROUGH EDUCATIONAL FORUMS THAT PROMOTE AND FACILITATE DIALOGUE, BEST PRACTICES AND SOLUTIONS.

VISION

EQUALITY AND EQUITY FOR ALL.

GUIDELINES FOR A “SAFE” & “BRAVE” SPACE

- 1. RESPECT DIFFERENT POINTS OF VIEW.**
 - 2. SPEAK FOR YOURSELF, NOT ANYONE ELSE.**
 - 3. ALLOW EVERYONE A CHANCE TO SHARE.**
 - 4. STICK TO THE ISSUE AND DON'T MAKE PERSONAL ATTACKS.**
 - 5. WHEN SOMEONE HURTS OR OFFENDS YOU, SAY “OUCH!”**
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TODAY'S TOPIC



JOANNE CARROLL

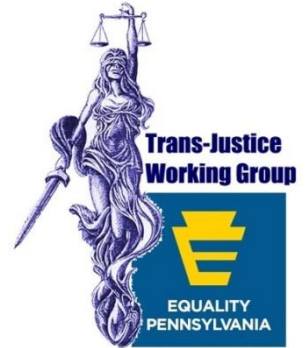
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The Keystone Conference

A Celebration of Gender Diversity

Microaggressions

Gee, for a fat guy,
he doesn't sweat
very much!

A **microaggression** is the casual degradation of any marginalized group.

The term was coined by psychiatrist and Harvard University professor Chester M. Pierce in 1970 to describe insults and dismissals he regularly witnessed non-black Americans inflict on African Americans.

He is so articulate!

He was born in Kenya!

She looks like a monkey!

1. No, where are you really from?
2. What are you?
3. So what is your native language?
4. You can't be Black, you look Spanish!
5. You don't sound Black/Latino/Asian!

6. I can't believe you are older than my mother.
7. Some of my best friends are Black/Latino/Asian!
8. So, how many languages do you speak?
9. Your skin is so light, were you adopted?
10. I just don't see color!

11. Let's keep the group united, so don't go off the reservation.
12. That is so white of you.
13. There is only one race, the human race.
14. Why don't you just man up!
15. Dude, why are you wearing pink? That is so gay!

1. So, have you had the surgery?
2. So, how long have you been a woman?
3. Well then, I guess you are what, gay?
4. When did you become transgender?
5. You look so amazing, I would never have guessed you were a transsexual!

6. So do you like men or women?
7. You're the first transsexual I have ever met!
8. So does that mean now you like to be on the bottom?
9. How do you have sex?
10. So now do you understand what it's like to be a woman/man?

1. What microaggressions have you seen or heard?
2. If you identify as an ally of marginalized individuals, what can you do to prevent microaggressions?
3. What do you do when it's a friend, a colleague, or a family member that uses a microaggression?

Words should
never be hurtful!

Your call to action!

If you see it, or hear it, call it what it is and call it out.

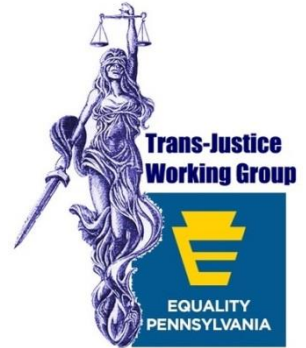
.....and

...control your own speech.



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PAT GADSDEN

FOUNDER & PRESIDENT
LIFE ESTEEM, INC

???



TARA LEO AUCHEY

PRESIDENT

TLA COMMUNICATIONS

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THANK YOU

