



# Not So Microaggressions - 8\_2\_21, 10.15 AM

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## SPEAKERS

Jasmine Bradshaw

00:00

You're listening to the First Name Basis podcast, Season 4, Episode 1: (Not So Micro) Aggressions.

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Teaching our children to be inclusive and anti-racist starts with us within the sacred walls of our home. First Name Basis is designed to empower you with the confidence you need to be a leader in your family and a change maker in your community. Together, we will wrestle with hard questions and use the answers to create the world we want--a world that reflects our values of inclusion, compassion, and courage. I'm your host, Jasmine Bradshaw, and I am so excited to be on this journey with you.

00:50

Hello, First Name Basis, fam. I am so glad you are here. Welcome back. Welcome back to First Name Basis! I cannot believe we are starting season four. I'm so excited. The other day I was sitting down and planning out all of the episodes for this upcoming season. And oh my gosh, it's gonna be so great. I've got some amazing topics. I've got some great guests lined up, and I cannot wait to share it all with you. So today, we are talking about microaggressions. I'm sure you've heard this word thrown around a lot. And I've heard from some of you that you're a little

bit confused about what it might mean, and how you should respond to microaggressions. So that's what we're going to be talking about today. What are microaggressions? How can we spot them? What are the effects of microaggressions? And how do we respond when we see them happening in our own lives.

01:47

Now before we jump into the episode, I want to introduce myself to you because I'm assuming that since this is Season 4, Episode 1, some of you might be new to First Name Basis. So if you're new, welcome. Welcome to the First Name Basis family. We're so happy to have you. My name is Jasmine Bradshaw. I am an anti-racist educator. I've been studying anti-racism for about five years now. Previously, I was a teacher. I taught second grade, and I absolutely loved it. And when I had my children, I decided to step away from the classroom and embrace this role as teaching parents and caregivers and teachers, what it looks like to be anti-racist in our everyday lives. So I love doing this. This is like the best job ever. My podcast has been so healing for me. And I know it's been so helpful for so many of you.

02:36

So I'm married; my husband Carter is an attorney. And we have two little girls. Violet is almost four, and Holly is one. I can't believe I'm saying that. And we live on the land of the Akimel O'odham people, and before that the Hohokam people, also known today as Mesa, Arizona. So that's a little bit about me. And just a quick background. I'm just so happy that you're here. And I have to tell you about our Patreon. So if you like what you hear in this episode, you can support the First Name Basis podcast by joining our Patreon community. And Patreon is a place where parents and caregivers who are really committed to this journey of anti-racism and justice and teaching their children how to create the community that we want, how to be really intentional about our actions as parents and how we are raising our families and how we are steering students in the classroom, towards anti-racism towards anti-bias and towards justice. So we get together every single month, and we do a live Q & A. So everyone submits their questions from throughout the month--and maybe it's something you're struggling with, maybe you're having a really tough conversation with a family member--we get together and we just go through anything that you need. So you can submit your questions ahead of time, or you can ask them on the day of, and my husband Carter and I will sit down and answer anything and everything. And the amazing thing is it's not just us--you have access to the parents in this community who are doing this journey right alongside you. So if that sounds like something that is exciting to you, our next Q & A will be on August 31. We always do it on the last Tuesday of the month. So it will be on August 31 of 2021. And you can sign up by going to the link in the show notes or just by going to [patreon.com/firstnamebasis](https://patreon.com/firstnamebasis). That's [patreon.com/firstnamebasis](https://patreon.com/firstnamebasis).

04:35

Alright, let's get started. Microaggressions. So I titled this episode "(Not So Micro) Aggressions," and I thought it was kind of clever, kind of funny, and I'm so excited to share all the information with you so you can see why I chose that title for this episode. So let's just start with what are microaggressions? And as you know, anything that I share in the episode will be linked in the show notes. I want you to be able to go straight to the source and read it for yourself if you're curious. So the first place that I started was with a paper that was written by researchers at the Teachers College at Columbia University. And it was published in the American Psychologist. It's called "Racial Microaggressions in Everyday Life."

05:18

One of the things that they explained in this article is that racism today is much more covert than it was in the past. So we think a lot of the times when we're thinking about racism, we think of white hoods, we think of burning crosses, really overt explicit expressions of racism. But there are these everyday acts of racism. They might not be obvious to people who hold white privilege, but are very obvious to those of us who are people of color. Oh, I guess I should have mentioned in my intro, that I am Black, biracial. So my mom is white, and my dad is Black, and identify as Black biracial. So as a woman of color, it is very easy for me to spot microaggressions, and in this article, they said that racism is, quote, "more likely than ever to be disguised and covert, and has evolved from the old fashioned form, in which overt racial hatred and bigotry is consciously and publicly displayed, to a more ambiguous and nebulous form that is more difficult to identify and acknowledge." End quote. So what I'm hoping is that by the end of this episode, microaggressions and this form of racism won't be as covert to you. You will be able to look around and identify it and see that it actually is pretty overt. It's definitely out there, it's definitely noticeable.

06:43

So they define microaggressions as, quote, "brief and commonplace daily verbal, behavioral, or environmental identities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults towards people of color. Perpetrators of microaggressions are often unaware that they engage in such communications with people of color." End quote. So I thought that the thing that was really important for me to point out to you in this quote, is this idea that the people who are perpetuating racism through microaggressions usually aren't even aware that they're doing it. There's an anti-racist scholar that I love learning from. Her name is Dr. Angel Jones. And she did a study called "How Black Women Negotiate Their Responses to Racial Microaggressions at a Historically White Institution." Now, her study was focused primarily on colleges, historically white colleges. But I feel like what she found is widely applicable to our lives. So one of the things that she mentioned in the study is that there's a researcher named Pierce who says, quote, "One must not look for the gross and obvious. The

subtle, cumulative, mini assault is the substance of today's racism." End quote. So we always have to be on the lookout for the subtle because those subtle things are cumulative. They add up, and the effect is very detrimental.

08:14

There are actually three different types of microaggressions. And they highlight each of these types in that paper that I was talking about from the Columbia Teachers College. The first is called a microassault. So this is racist behavior that includes name calling, avoidant behavior and purposeful discriminatory actions. So your example of this would be something like calling someone colored, or Oriental. I hope this isn't the first time you're hearing that that language is outdated, and can be offensive. So we want to avoid something like that. Another thing that has definitely happened to me, another example of a microassault, would be purposefully serving a white person before you serve a person of color. So there have been times when Carter and I--my husband Carter is white--and so we'll go out to a restaurant, and they will definitely take his order first or serve him first. And there are sometimes when I think to myself, "Oh, I can--I don't feel any animosity in this situation," but there are other times when it definitely feels like they're doing it on purpose. Like I'll ask them a question and they won't look at me in the eyes or they'll answer to him. And all of those different types of things that I'm like, "yeah, this definitely feels like it's about race." One of the other examples that they listed under microassault is displaying a Confederate flag or displaying a swastika. Now, I hope you're starting to see why I decided to call this episode " (Not So Micro) Aggressions," because how can a swastika or a Confederate flag be a micro thing? Like that is so the opposite of micro. If you are on my Instagram page, you know that in this past election season, we had a really scary experience with a Confederate flag in our neighborhood. And it was anything but micro to my family. So it's so hard for me to even call them microaggressions or microassaults because it is not micro in the slightest.

10:10

The second type of microaggression is called a microinsult. And this is communications that convey rudeness and insensitivity and demean a person's racial heritage or identity. So an example of this would be like calling a person of color an affirmative action hire. And I have--oh, man, I have definitely dealt with this. I've had people say things to me when I win a scholarship, like, "Oh, they only picked you because you're black." Or "Thank goodness they have you because they need that color to represent their diversity." It's just it is so hurtful when I have worked incredibly hard, and incredibly tediously and been so diligent. And then when I'm awarded something really important, and special, people degrade it by telling me the only reason I was awarded a scholarship or let into an institution or got a job was because of the color of my skin. And I know that there is a long-standing debate about affirmative action. And that is a whole other episode. But just know that that is coming in the future. And it's important to understand

that saying someone is an affirmative action hire, or "you're only here because you're brown or Black" is definitely a racist thing to say.

11:28

The third type of microaggression is called microinvalidation. And this is when you question a person of color about their experiences. Basically, this is gaslighting. So if you remember from last season, Season 3, Episode 22, I did a whole episode about gaslighting. It's called "The Danger of Gaslighting." So I will link that in the show notes if you're interested in listening. But gaslighting is when someone shares a really difficult and racist or sexist experience with someone, and the other person invalidates them and tells them "Oh, I don't see color. So it's not about race." Or even saying something like "Well, the same thing happened to me. So that couldn't be racist." That is gaslighting. And that is a microaggression, called a microinsult.

12:15

So now that we know the three different types of microaggressions, let's talk about the effect of microaggressions. Microaggressions have a deep and long-lasting effect. And when I'm talking to other anti-racist educators or learning from other anti-racist educators, they all agree, we all agree, that the name really doesn't give enough weight to how it affects us. One time I was watching a webinar with Britt Hawthorne, and Dr. Bettina Love, and Britt Hawthorne said, "there is nothing 'micro' about microaggressions." And that really stuck with me because I was like, "that is so true." The effect is anything but micro. And one of my friends who is also an anti-racist educator, Alex Scott from Ditto Kids Magazine, when we were talking about microaggressions, she said "microaggression, macro effect." And I thought, "Oh, that is the perfect way of saying it." And as I mentioned a little bit earlier, it's hard for me to even use the term "microaggression," because I feel like it softens the situation. We need to just call it what it is. Microaggressions are racism. Microaggressions expose the racist ideas that people have internalized.

13:27

So let me give you some examples of microaggressions from my own life, and then we'll get a little bit more granular about the effect of microaggressions. So everything I'm about to share is a personal experience. Everything actually happened to me. And if I shared all of my personal experiences with microaggressions, we would be here all week. I'm not kidding. That's how pervasive this stuff is. One of the most common microaggressions that I face are comments about my appearance, and usually they're comments about my hair. So one time I was at church, and someone said to me, and this is a direct quote. "I love your hair, because it's so well-kept." What? Yuck, yikes. I was like, "Umm, is that supposed to be a compliment? 'It's so well kept.'" Here's the thing. If you would not say that to a white person, please don't say it to people of color. And

the cherry on top of this whole situation is that she was touching my hair as she was saying it. Now I'm sure you've heard that touching Black people's hair is very inappropriate. Even when you ask--like there are people who ask and it just makes us uncomfortable to say no, because when you're asking to touch our hair, it makes us feel dehumanized. It makes us feel like animals and objects and not like people. And when this woman said to me, "your hair is so well-kept," her racism was immediately exposed, because it showed me that her assumption is that Black people don't take care of their hair. Which is--why she would have to make a comment to me? Because I stand out to her, right? I am a Black person who takes care of my hair, other Black people don't take care of their hair. So she has to compliment me on that. Now, the stereotypes around Black hair go back a long, long way. And I really dive into those in the episode where we talk about cultural appropriation. It's Season 2, Episode 16, "How to Avoid Cultural Appropriation." And I will link that in the show notes as well. But the stereotypes about us being dirty, and our hair being nappy and all of those different types of things are so detrimental. Not only are they dehumanizing and frustrating, but they have had systemic effects where they have kept people from getting jobs, they have kept students from walking out their high school graduation, things that are so incredibly racist and inappropriate. So saying something like "your hair is so well-kept," while touching it is a racist microaggression. And I mean, I can go on and on about the microaggressions surrounding my hair I've had someone ask, "Do you even comb your hair?" Rude! And I've had someone tell me as a joke that it looks like I haven't combed my hair in months. Which...ouch. Like, why would you say that to anyone? It's just hurtful. But on top of being hurtful, it's racist for all the same reasons that I mentioned earlier.

16:38

Another microaggression that I've experienced is around my intelligence. I've heard a lot of people say to me, especially because I have a podcast, "You are so articulate." Now I think that they're trying to compliment me. I know they're trying to compliment me. But if you take a step back and look at it from this aerial view, you'll be able to see that this is actually a racist thing to say. Because when you say, "Oh my gosh, you're so articulate," what you're saying is that your assumption when you saw me is that I wouldn't be articulate. And that is another stereotype that we as Black people have had to come up against a lot. So can you see how even these things that are supposed to be compliments are actually racist? It's kind of awkward, but it's true.

17:27

Okay, another microaggression, that Black people and people of color often face is surrounding our culture. So when I was pregnant with Violet, Carter had someone that he knew that will remain nameless, say to him, "Oh, my gosh," he was like laughing, and he goes, "Oh, you should name her Shaniqua." And then he started cracking up. And Carter was like, "Why is that funny? What's funny about the name Shaniqua?" And I could explain all of the frustration that I have

about people making fun of Black names. But I actually found an amazing article in the 1619 Project that explains it way better than I can. Did you guys know that the 1619 Project was a magazine before it was a podcast? So a few years ago, I got this magazine, because I saw a bunch of other anti-racist educators ordering it. So of course I had to get my hands on it. And I read it. Oh, my gosh, it's so amazing. And then they came out with the podcast, and I thought "This is going to change the world." I love the 1619 Project. So this article is called "How Slavery Made Its Way West," by Tiya Miles. And in the article, she writes, quote, "Black naming practices, so often impugned by mainstream society, are themselves an act of resistance. Our last names belong to the white people who once owned us. That is why the insistence of many Black Americans, particularly those most marginalized, to give our children names that we create, that are neither European, nor from Africa, a place we have never been, is an act of self determination." End, quote. People have degraded our names for so long. And some people actually believe that we didn't even have names before we were brought over here in chains. One time I was talking to someone I know about my family history and how hard it is for me to do genealogy work because my ancestors were put on the slave ships in Africa. And it's really hard to trace that back. And he said to me, "Well, the other thing is they didn't even have names before." And I thought, "Do you really think that? You can't be serious. You can't actually think that they didn't even have names." It's just that the Europeans who are kidnapping and torturing them wanted to dehumanize them so they stripped them of their names. That was a very strategic move by them. So making fun of Black names is of course, a microaggression.

20:04

One of the other things I wanted to point out is that businesses and media outlets can also perpetuate microaggressions. So as many of you know, I used to be a bridal consultant. I sold wedding dresses, and it was so fun, probably one of my favorite jobs I've ever had. And I just love weddings, they're so exciting and joyful and fun. So I follow a lot of wedding dress accounts. On my personal page, I just like to look at wedding dresses; I think they're so pretty. So I noticed back when people were trying to really make an effort to be inclusive during the summer of 2020, the captions that were put on the dresses that had Black models, and the captions that were put on the dresses, worn by white models were completely different, and actually pretty racist. So under the caption of a white model, wearing a wedding dress, it said, "You are the finest, loveliest, tenderest, and most beautiful person I've ever known. And even that is an understatement." And that's a quote by F. Scott Fitzgerald. Now under the caption for a Black model wearing a wedding dress it said, "Beauty is not in the face. Beauty is in the heart." And that's a quote by Kahlil Gibran. And I was so frustrated because I'm like, "Do you see what you're saying? You're saying that this Black model is not beautiful. And that in order to see the beauty in Black people, we have to look on the inside. But white people, you have no problem saying that they're beautiful, and pointing out that they have beauty on both the inside and the outside." So it's these little micro things that people probably don't even notice they're doing, but it's exposing their bias, exposing their racism

as they're doing it.

21:53

Okay, so now that we have some examples of microaggressions under our belts, let's talk about the more granular effects of microaggressions. Now, they're so frustrating. Microaggressions are so frustrating for Black, Indigenous, people of color. Because why people always want us to be able to prove that something racist has happened to us, it's almost like they need to see physical proof that we have been hurt before they believe that racism is real and that it's hurting us. But here's the thing: microaggressions can cause physical hurt. It has been proven that people of color, Black and indigenous people of color, have shorter lifespans than white people. To me, that's the ultimate physical proof of the toll that racism can take on our bodies. And there are other mental and physical effects that you might not be aware of just by looking at someone.

22:45

And how can these things not take a physical and mental toll on us? Because a microaggression is constantly reminding us that white people, or people who have privilege, don't think that we belong. They think that we are lesser, and they don't respect us in the same way that they would respect their white counterparts. So continuing with that article from the Columbia Teachers College it says quote, "Microaggressions are often unconsciously delivered in the form of subtle snubs, or dismissive looks, gestures and tones. These exchanges are so pervasive and automatic in daily conversations and interactions that they are often dismissed and glossed over as being innocent and innocuous. Yet, as indicated previously, microaggressions are detrimental to persons of color, because they impair performance in a multitude of settings by sapping the psychic and spiritual energy of recipients and by creating inequities." End quote. Studies have actually shown that the effect of racial microaggressions are increased levels of racial anger, mistrust, loss of self esteem, and lots of other really detrimental factors. Dr. Angel Jones, she shares quite a few of these effects. In her study, she talks about anxiety that can lead to lower academic performance. And think about that being applied widely, right? Like lower academic performance if you're a student; lower work performance if you have a job; lower performance in the home if you are a mom or a caregiver. She also highlights decreased self esteem, even suicidal ideation and an increased feeling of being a burden. So microaggressions are making us feel like we are a burden to the people around us and to our society. And of course, anger, depression, and nightmares. So we're dealing with it when we're awake and when we're asleep. But something that I want you to know is that it's not just Black and indigenous people of color who are affected by microaggressions. White people are affected too, because here's the thing: it really prevents you from understanding other people's racist experiences. If you don't take the time to figure out what are microaggressions, how are they showing up in my life, and how am I perpetuating them, then you really aren't taking the time to care for the people of color in your life and figure out how you



can be more anti-racist, which leads to mistrust. There are lots of people in my life that I won't address, because the microaggressions that they perpetuate against me, even though I know they're there and I know that it's something that I probably should confront them about, I don't trust them. I don't trust that they're going to respond in a positive way. I don't trust that they actually care enough to change. So I just let it go. And basically, it turns into resentment for me towards them. So if you want to have really deep, meaningful relationships with people of color in your life, and your family and your community, you need to be open to hearing and to seeing when you are perpetuating racist microaggressions.

25:57

In the study by Dr. Angel Jones, she actually connected microaggressions to systemic racism, which--I was like, "Oh my gosh. Mind blown." it was so validating to see her connect this to the bigger system that's going on. So she cited two researchers, Perez-Huber and Solorzano. And they use Critical Race Theory to analyze microaggressions. Now, pause, because I just used a lot of big words that if you are just coming into this anti-racist work, you might be a little bit confused, overwhelmed. So the first place that I want to point you is to an episode that I made. It's Season 3, Episode 9. It's called "Racism 101," and we break down all the different types of racism, including systemic racism. So if you're confused about systemic racism, go look there. And if you need to understand Critical Race Theory better, I made a whole episode about that. It's Season 3, Episode 29. It's called "Critical Race Theory in Schools," and I give all different types of definitions and examples, and how we can understand Critical Race Theory in our lives. Okay, do you feel better? Take a deep breath; it's gonna be okay. I know this is a lot. So if you need that reminder, that refresher, go back to those two episodes. But she talked about how these researchers connected Critical Race Theory to microaggressions. So they explain that microaggressions don't just affect the individual, they are a key component of the system of racism that we are all living in. Dr. Jones writes, quote, "they argue that although microaggressions are subtle and subconscious, they are reflections of larger racist ideologies. End quote. So in the definition of microaggression that is given by those two researchers, Perez-Huber and Solorzano, they actually connected directly to systemic racism. And their definition of microaggression is, quote, "The set of beliefs and or ideologies that justify actual or potential social arrangements that legitimate the interests and/or positions of a dominant group over non-dominant groups that in turn lead to related structures and acts of subordination." End quote. So basically, they're saying here microaggressions are the daily ways, these everyday racist actions are meant to remind people of the social order. They're meant to tell everybody, "This is the order of things. This is how we are going to keep things," and they're meant to uphold these racist systems that have been created. Isn't it mind blowing to see how something that seems small, something that seems like it might be inconsequential, like saying, "Oh, your hair is so well-kept," is actually perpetuating systemic racism. That's why we need to focus on it, and figure out how to root it out of our language, how to root it out of our relationships.

29:01

So that brings us to the final piece of the puzzle, which is how to respond to microaggressions. So I want to share with you how to respond to microaggressions if you are a person who holds white privilege, and how to respond to microaggressions if you are a Black indigenous person of color. So first, we're going to start with if you are a white person, how do you respond to microaggressions. The first thing that I want you to remember is that you have a whole bank account of privilege that you can draw from, and one of the ways that you spend that privilege is by calling other people who are perpetuating racism in. So practicing calling people in, and if you want to know the step-by-step process of how to call someone in, I have an episode for that. It's called "Cancel Culture Part One: Calling Out, Calling In, and Tone Policing. It's Season 2, Episode 22. You can spend that privilege by telling someone "Hey, wait a minute, what you're saying is actually racist." Just call it what it is. You can say it's a microaggression. But make sure that you use the term "racist" when you're talking about microaggressions so people recognize that this is serious. And remember that when you're calling someone in, you really want to explain to them why what they said is not okay. So if you overheard someone saying to me at church that my hair looked well-kept, you would stop them, pause them, and say, "Hey, wait a minute. I know you're trying to compliment her, but that's actually a racist thing that you said. And here's why." And then you would explain the stereotypes about Black hair, and how detrimental they have been to our society.

30:44

Another thing that you can do as a white person is actually proactive. And this one I was really excited about. So I read an article by the MIT Sloan Fellows Program. And it was called "Transforming Workplace Culture with Microaggressions." Now, I read this article a little while ago, and I wish I could show you my notebook. Sometimes I take handwritten notes, because that is how I remember things. I'm like, "Oh, I know. I wrote that down somewhere." So when I was making this episode, I dug out my notebook. And I found my notes from the article. I tried to look up the article, and I couldn't find it anymore. So I wanted to tell you that I actually found it through a class that I took through an organization called Embracing Equity. And what they do is they teach teachers and caregivers, how to embrace equity in their spaces, in their classrooms and in their homes. And so I was turned on to this article by Embracing Equity. So what I'll do is I will link Embracing Equity in the show notes, but you won't be able to find the article itself, because I couldn't find it anymore. But anyway, in this article, they talk about how to be proactive against microaggressions. And they named that something that we can do is actually micro-affirmations, which I thought was so cool. And like, Whoa, yeah, this sounds really amazingly counteractive to those microaggressions. So one example of a micro-affirmation would be creating a space that's inclusive. So having art on the walls that reflects people of color. Or if you are citing a source, making sure that you are including researchers who are people of color. There are lots of different ways to affirm that we value people of color in this space. So think about

whether it's your home or your classroom, what are ways that I can show the people around me that I really think that people of color are valuable, amazing, important integral members of my community. So that's one example of a micro-affirmation.

32:44

Another example of a micro-affirmation is blocking unconscious bias by affirming the achievements of others. So looking around you at your friends and family and at the people that you love and figuring out how can I affirm everyone and their achievements. That way, when you're coming up to me and saying, "I'm so happy you got this scholarship," you're not saying something like, "Oh, you probably got it because you're an affirmative action scholarship recipient," you're actually expressing excitement and happiness for me because you genuinely feel that way. Remember what I said in one of the very first episodes of the podcast, "Neurons that fire together, wire together." So it's really about rewiring those neurons to make sure that you can see that you value the accomplishments of people of color.

33:33

The final micro-affirmation that I wanted to share with you is called ameliorating damage. So when a microaggression happens, you have to understand as we've gone through this entire episode, you know now that there is harm that has been done. So now that you know that there has been this harm, you also know that there needs to be some form of healing. So I want you to think about when you're coming up against these microaggressions, "what are some ways that I can help this person heal? What are some ways that we can heal our relationship or our community as a whole?" Just thinking about "How do I ameliorate the damage that has been done?" There are a number of different micro-affirmations that you can engage with, but I just wanted to share those three because I thought they were really cool and profound. And one of the biggest points that they made in their article is that micro-affirmations are contagious. So when you're doing them, the people around you will begin to do them too. And I thought that was really fantastic.

34:36

Now I want to share how we as Black indigenous people of color can respond to microaggressions. The first thing I want you to think about and know deep in your heart is that you have absolutely no responsibility to respond. When someone does something racist to you, you can walk away without saying one word and you have done the right thing. You need to feel safe. So when something happens to you, you can sit there and decide, "do I want to respond to this person? Or do I want to walk away." It is up to you. And whatever you choose will be the right decision because you are doing what's right for you, in this time and in this situation. The other

thing that I do when I experienced microaggressions is share them. I tell people that I trust, I tell people that I know aren't going to gaslight me. I go to other people of color, other white people that I trust and tell them, "Oh, I'm so frustrated, I'm so hurt. This person said this, or this person did this." And it is so validating to just have someone else say, "That sucks. That sucks so much. I'm so sorry that that happened to you." Or if they're a person of color, they can be like, "Oh, that's happened to me too." And really, feeling less alone is such a powerful thing. The last thing that I would recommend when responding to microaggressions is positive affirmations for yourself, whether you do them every day, or every few days, once a week, once a month, just reminding yourself of your worth. Because there is so much in this world that will tell us as people of color that we are not worth it, that we shouldn't be respected, that we shouldn't be successful. And that is the opposite of the truth. So I found this article by the Huffington Post. It's called "Daily Positive Affirmations for When Black Lives Forget That They Matter." And they had a whole list of amazing affirmations, and I just wanted to share a couple of them with you. One of them says, "I will surround myself with positive people." Now this is something that I'm working on actively right now. And I keep telling myself, you don't owe anybody your company. You do not have to be friends with anyone who you don't want to be friends with. Obviously, it's harder if it's like a coworker or something. But if it's a place that you're choosing to spend your time, you can walk away from those relationships, and not feel bad about it, especially if they've done things that are racist. The other affirmation that I love from that list says, "I am deserving of respect." Here's the thing: microaggressions are wrong. They're wrong, and they're racist. And they're actually more about white people upholding white supremacy and maintaining power than they are about us and our worth. So telling ourselves that we are deserving of respect is such a good affirmation so that we can be reminded that no matter how they treat us, we are deserving of respect just because we are us. And I don't know about you, but I think we're pretty dang cool.

37:52

Okay, y'all, that was (Not So Micro) Aggressions, I hope that you learned a lot. I hope that you got some really good tools in your toolkit so that you can tackle microaggressions within your community. And don't forget that our Patreon Q & A is next Tuesday, August 31. And if you would like to sign up for our Patreon community, it's [patreon.com/firstnamebasis](https://patreon.com/firstnamebasis). I will leave that link in the show notes.

38:24

My friends, thank you for being here. I hope you can feel how much I believe in you, and how deeply I know that when we work together, we can make a real change in our communities. Any of the books or podcasts or articles that I reference will be linked in the show notes. If you are looking for more detailed notes, be sure to head over to our Patreon community. On our Patreon site, I provide all of the outlines that I use to make the episodes and everything is linked there so

you don't have to take furious notes while you are listening. And don't forget to join us over on Instagram @firstname.basis. If you're interested in partnering with First Name Basis or doing some kind of collaboration, please email us at [hello@firstnamebasis.org](mailto:hello@firstnamebasis.org) All right, have a great week my friends and I will talk to you again soon.