

Microaggressions Awareness Campaign

Microaggressions Visual Arts Initiative & Panel Discussion 2023

Khary Dvorak-Ewell & Citywide's undoing anti-Black racism group

Overview

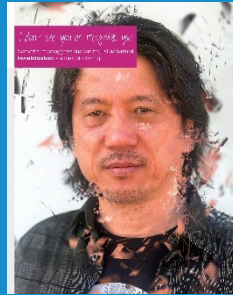
The Microaggressions Visual Arts Initiative & Panel Discussion 2023 aims to raise awareness of microaggressions in our workplace, provide people with tools to reduce their use of microaggressions and provide support to those that are the target of them.

Data Snapshot

Over 60 UCSF employees attended the panel discussion in-person and more via Zoom. Many more will have the opportunity to view the panel and our microaggressions focused website when they see the many awareness posters around the campuses. This will be an ongoing campaign and we will continue to track data, including views to the website from the posters and views of the panel discussion.

Resources

<https://psych.ucsf.edu/BiasCheck>



Microaggressions Are a (Very) Big Deal

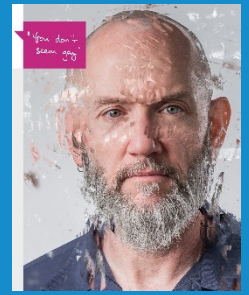
UCSF

Microaggressions cause harm. Awareness and actions can help address that.

The Department of Psychiatry and Behavioral Sciences is committed to cultivating a more inclusive workplace.

Join us in our pledge to check our bias, speak up for others and show up for all.

psych.ucsf.edu/BiasCheck



Project Details

The Microaggressions Awareness Campaign has two main focuses, a visual arts initiative & panel discussion and website. Eight volunteers from the Department of Psychiatry and Behavioral Sciences (DPBS) shared their images and microaggressions they have faced at UCSF or through their work journeys. We used these images and stories to create a series of posters that will be shared around our department and UCSF. By using the images and stories of our co-workers we aim to draw others in to read the posters and join our department in committing to cultivating a more inclusive workplace for us all. Each poster features a QR code and link to our DPBS website focused on microaggressions. There we will share resources to help our co-workers and patients better understand what microaggressions are, aid us all in using microaggressions less, and provide avenues of support for those that are the target of microaggressions. In addition to the visual art and website, the Department of Psychiatry and Behavioral Sciences hosted a panel discussion on microaggressions. The panel expanded on the resources and knowledge shared on the microaggressions website. A recording of the panel is also posted on the website for continued viewing (see link below).

Project Challenges

There were two main challenges with this initiative. One was just being witness to how widespread and varied microaggressions are at UCSF. For those that face microaggressions, it is a testament to their strength that they can work through them and still thrive in their work. The second challenge is around the need to better fund and support diversity, equity and inclusion work throughout the campus. The burden of creating a more inclusive work environment for us all often falls on the shoulders of the marginalized groups facing the negative repercussions of ongoing white supremacy and its manifestations in our country.

Lessons Learned

The greatest lessons learned is the harm that microaggressions cause. Microaggressions are those everyday interactions that communicate hostile, derogatory, or negative messages to marginalized groups. They can be described as death by a 1,000 cuts.

Moreover, using microaggressions is not reserved for certain people. We all learn cultural biases that can, intentionally or unintentionally, cause harm to others. Please join us in committing to actively working towards a more inclusive UCSF for us all. Everyone has room to learn and grow.