

JEWISH FAMILY SERVICE LA

Increase impact through Social
Responsibility and Community Building

Wendy Watkins and Dr. Tia Jackson Truitt
Wide Awake Business Team!



SESSION 2

Meeting Protocol

- 2 word check in
- Container
- Permission Slips



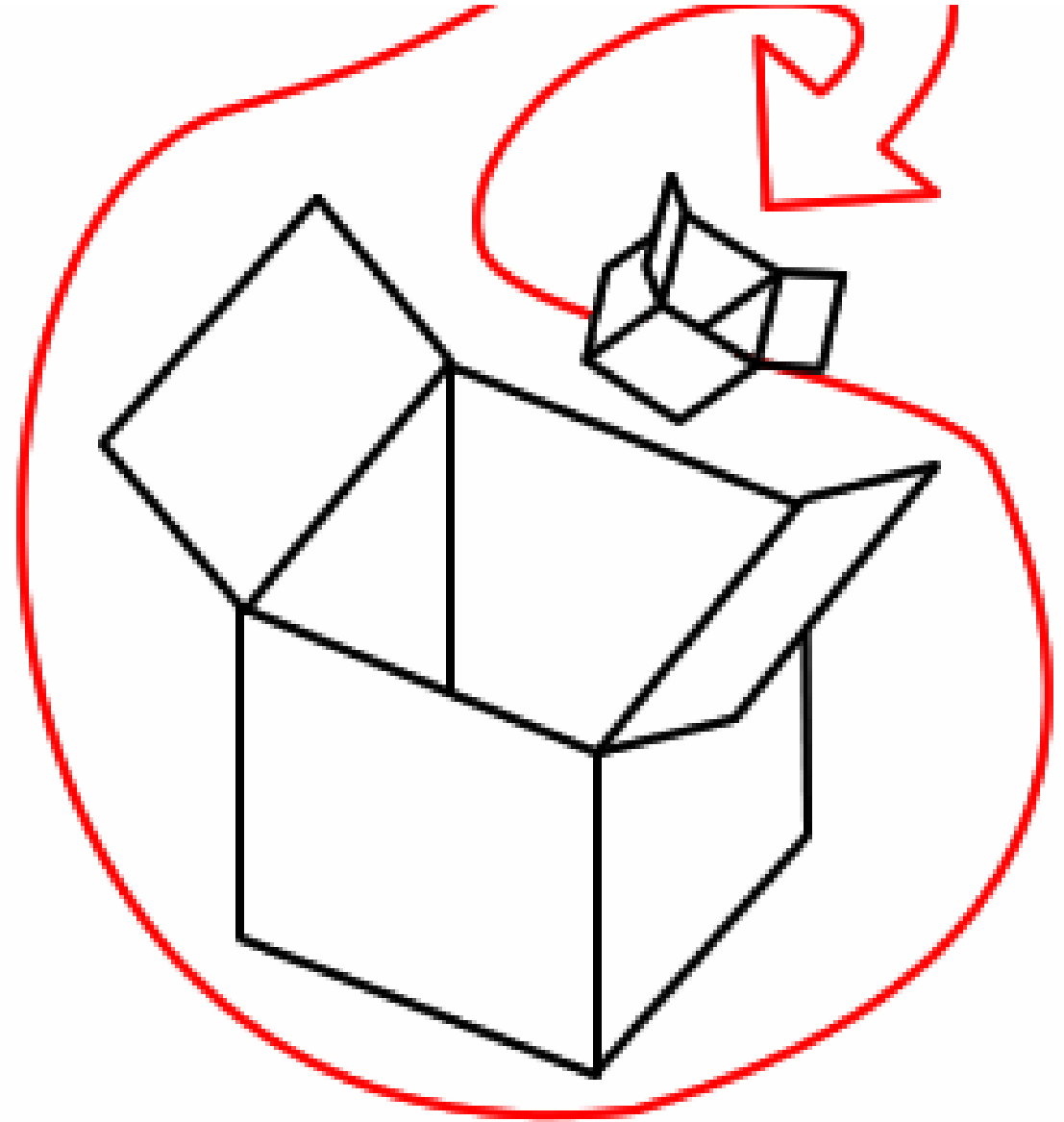
Check-in

2 Word
Check-in

Your Safe “Container”

What do you need to feel
open and safe in our
conversations?

What will get in the way of
your showing up and doing
the work?



JFSLA

Cohort 2 and Cohort 3

- Confidentiality
- Honesty
- Trust
- Patience
- Empathy

- Kindness
- Active Listening
- Permission to Fail
- Come from the I Perspective
- Non-judgmental



Social Comfort Quiz



Group discussion Social Comfort Quiz

– take a picture

What surprised
you about
yourself?

What will you
notice now that
you have some
awareness of bias?

Understanding Microaggressions

What are Microaggressions?

Definition: Subtle, often unintentional, everyday verbal, behavioral, or environmental slights that communicate derogatory or negative messages to marginalized groups.

Examples:

- VERBAL-"You sound so articulate." or "You speak such good English."
- BEHAVIORAL-Following someone around in a store.
- ENVIRONMENTAL-Lack of representation of certain groups in a workplace or classroom.



Three types of Microaggressions:

Microassaults:

Explicit derogatory remarks, often intentional

Microinsults:

Unconscious expressions that demean a person's identity

Microinvalidations:

Statements that negate or dismiss a person's feelings or experiences

How Microaggressions Impact Individuals



Why Microaggressions Matter

- **Accumulation:** Even though individual microaggressions may seem minor, their cumulative effect can have significant long-term consequences.
- **Perpetuating Inequality:** Reinforces stereotypes and maintains systemic barriers.

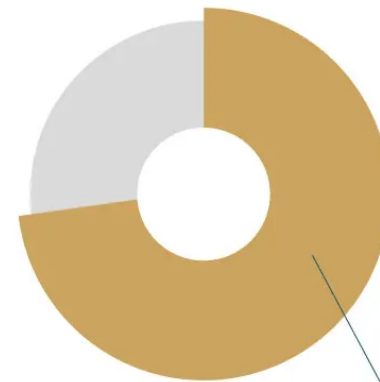


Like mosquito bites! Ouch!

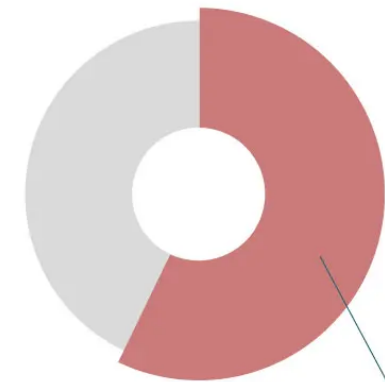
Impact on Performance:

Individuals who face microaggressions may feel less confident and perform worse in academic or work environments.

How microaggressions impact workers' mental health



73%
of people that identify as being from a minority group have experienced microaggressions at work



57%
of people that quit their jobs in 2021 did so because they felt disrespected at their companies

Effects and Examples of Microaggressions

Challenges to Competence	Demeaning and "Othering"
Others get credit for their ideas.	Others comment on their appearance.
Their judgement is questioned.	Others comment on their emotional state.
They've been mistaken for someone more junior.	They're criticized for their demeanor.
They're interrupted or spoken over more than others.	They're confused with someone else of the same gender/race or ethnicity.

From: Women in The Workplace-2023, McKinsey & Company and LeanIn.Org

Breakout session – Groups of 3 or 4



Activity 1: Witnessing Microaggressions

- **Instruction:**

Share a time when you either experienced or witnessed a microaggression (this can be in your personal life, with members of your team, or with one of the community groups you serve).

- How did it make you feel?
- How did you respond?
- How would you have liked to respond?
- Groups share 2-3 key takeaways.

TAKE A PICTURE

Microvalidations: An Antidote to Microaggressions?

Actions or language that demonstrate affirmation, encouragement, and belief in a person's potential.

- acknowledging and affirming someone's experience of a microaggression
- giving encouraging feedback and sincere compliments
- recognizing someone's presence, validating their identity, and voicing your appreciation for everyone's contributions.

SOURCE: "The Macro effects Microaggressions"



How to Respond to Microaggressions in the Workplace

- **Self-Awareness:** If you deliver a microaggression, acknowledging it and apologizing immediately can help.
- **Addressing Others:** Use "I" statements when explaining how the comment made you feel (e.g., "I felt uncomfortable when you said...").
- **Educating:** Be open to learning and understanding why something might be offensive.
- **Support:** Stand up for others when witnessing microaggressions, even if it's just a quick, respectful intervention.



Have
a
Break



New Leadership Tool



Accountability Made Easier

8 Steps of Accountability



1. **Clear WHY and Purpose**
2. **Articulate clear goals:** What does success look like?
3. **Communicate effectively:** How do we set this up to succeed?
4. **Coaching and Collaboration:** How is it going and what adjustments are needed?
5. **Track progress for personal accountability:** Who is your accountability partner?
6. **Address performance issues promptly:** Be clear and Timely
7. **Be consistent:** Same time a day, same days a week, what else?
8. **Recognize achievements:** Celebrate the wins.

Accountability Made Easier

“When we fail to set boundaries and hold people accountable, we feel used and mistreated. This is why we sometimes attack who they are, which is far more hurtful than addressing a behavior or a choice.”

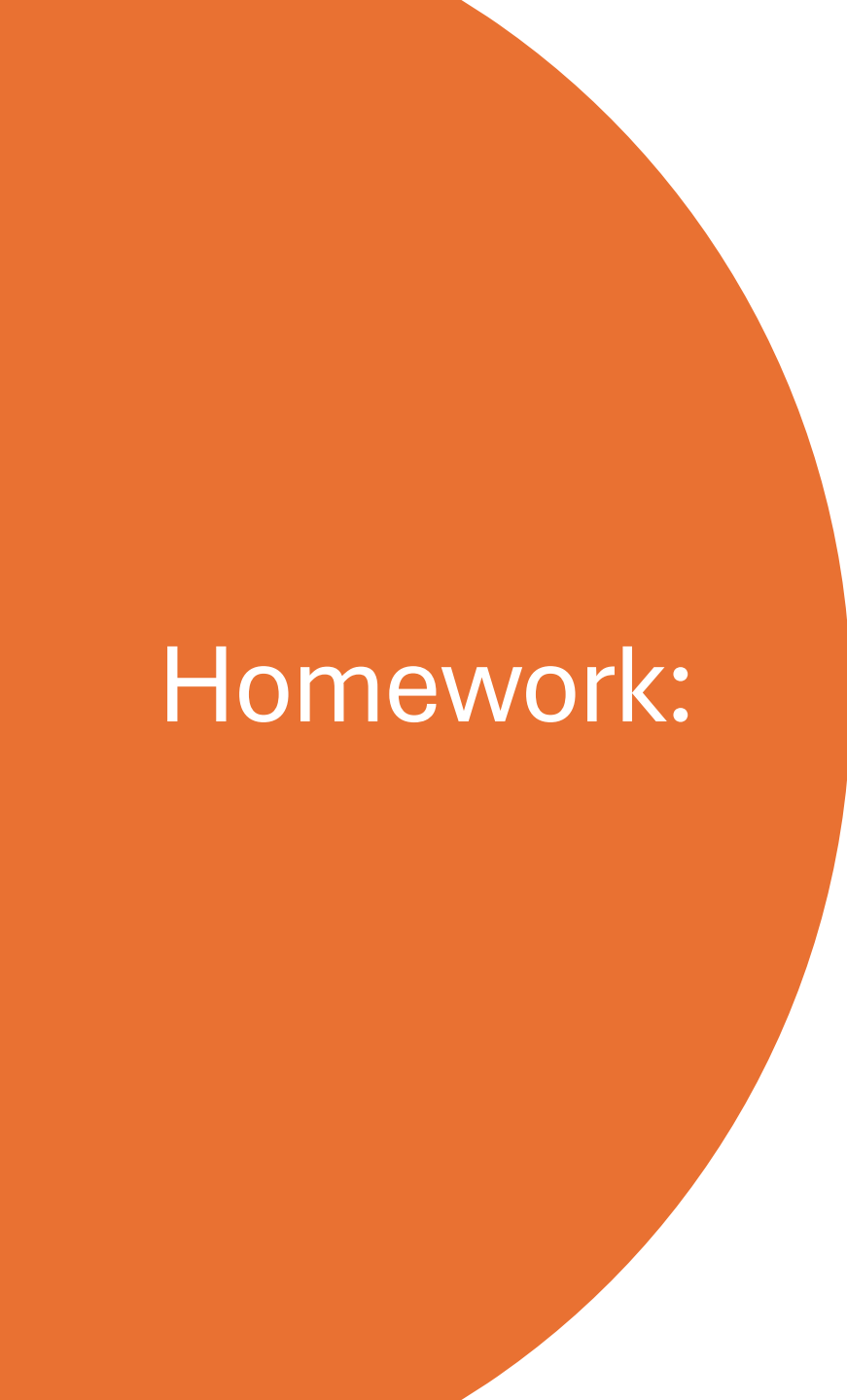
— Brené Brown,





ACCOUNTABILITY

"WE WERE BOTH WRONG, NOT EQUALLY WRONG. YOU WERE AT
LEAST SIX MORE WRONGER THAN ME."



Homework:

- Notice microaggressions when they happen. Use the tools – Self-Awareness, Addressing Others, Educating and Support.
 - Intentionally use the 8-step accountability process – share thoughts on May 1st.
 - Continue to pay attention to Implicit Bias.
 - Next meeting May 15th!
- 



Accountability Made Easier

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Thank you!