

Microaggressions & gaslighting

Section 3



**BLACK
LIVES
MATTER**

Healthier Futures
Black Country Integrated Care System



The main contents of the resource pack

Editorial Panel Note	03
Background to resource: 2020: A Year of change	04
Section 1: Glossary of terms – The A-Z of Black Lives Matter (See the A-Z Glossary of Terms resource pack	-
Section 2: important topics: understanding racism (See understanding racism resource pack)	-
Section 3: What is a microaggression and gaslighting?	05-18
Section 4: Understanding the concept of white privilege	-
Section 5: Understanding the concept of allyship	-



EDITORIAL PANEL NOTE

With the introduction of this toolkit, we aim to tread with sensitivity, grace, care, and tact whilst supporting organisations in the Black Country system in addressing and tackling racism in all of its forms.

Education is the tool in which we stitch together the values of our social fabric. We aim to provide a safe space to explore their impact and historic relevance today.

Black Country ICS Equality Diversity and Inclusion Delivery Group

A special thanks to Yvonne Coghill OBE/CBE , Kurly Mc Gheacie , Dreadlock Alien, Dr Joan Myers (MBE) Nesta Williams and Shamsher Chohan Communities Inc for their contributions to the development of this resource.

©copyright Black Country ICS, BLM/EDI Delivery Group. No part of this resource pack to be used/ reproduced without explicit permission from the editorial panel.



Background to the resources: 2020: A year of change

The summer of 2020, the murder of George Floyd at the hands of the American Police, the subsequent Black Lives Matter protests, and the Windrush scandal coupled with a global pandemic have deeply affected us all in some shape or form. Fear, paranoia, rage, injustice, and sorrow have all resulted in several unanswered questions about systemic racism and what we can all do to help eliminate it.

The Black Country ICS Equality, Diversity, and Inclusion delivery group: Black Lives Matter Work stream : (Education and Awareness) embarked upon a quest to develop a sustainable resource pack that could be used to help support education and awareness of what systemic racism is and what it truly means to be anti-racist within the Black Country and West Birmingham Integrated Care System (ICS).

With the help of two cultural artisans -Alan Kurly Mc Geachie (Memorhyme) and an award-winning poet - Richard Grant: AKA Dreadlock Alien we developed this toolkit – The A-Z of Black Lives Matter. The toolkit has been designed to enhance our understanding of what racism is how this manifests in the workplace and the negative impact of racism generally. The toolkit is split into five separate resource packs with specific topics such as the A-Z of Black Lives Matter: Glossary of Terms Understanding Racism, What is a microaggression and gaslighting? White Privilege and White Allyship.

The toolkit has been designed and is available for any member of staff to use to educate themselves about racism and (where applicable) how to be anti-racist. The toolkit aims to increase understanding and awareness which will hopefully result in inclusive, anti-racist workplace environments for all.



Contents : Microaggressions and gaslighting

Videos & Resources

- Microaggressions recording -Joan Myers and Nesta Williams
- Shining a light on gaslighting – Joan Myers and Nesta Williams
- John Lewis partnership Advert
- Addressing microaggressions and biases in the workplace
- Workplace Micro-Aggression Scenario: Not Like The Others (Mandate Molefi)
- Eliminating Microaggressions: The Next Level of Inclusion | Tiffany Alvoid
- TEDx Oakland
- Additional resources: microaggression examples
- Recommended books
- Image Gallery



Section 3: What is a microaggression & gaslighting?

What is a Microaggression?

Microaggression is a term used for commonplace daily verbal, behavioural or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatised or culturally marginalised groups.

Categories of workplace microaggressions include those that appear as overt discrimination, prejudicial behaviour, abuse or harassment. In many cases, the aggression can be difficult to pinpoint and resolve because it is not so outright and obvious.

What is gaslighting in the workplace?

Gaslighting is a classic abuse of power. It is bullying. It's a manipulative power-game, which individuals or groups of individuals play within a workplace with deliberate intent to control an individual or control a situation. A perpetrator could be a co-worker or a line manager.

Section 3: What is a microaggression & gaslighting?

Microaggressions & Gaslighting recording – Dr Joan Myers (MBE) and Nesta Williams

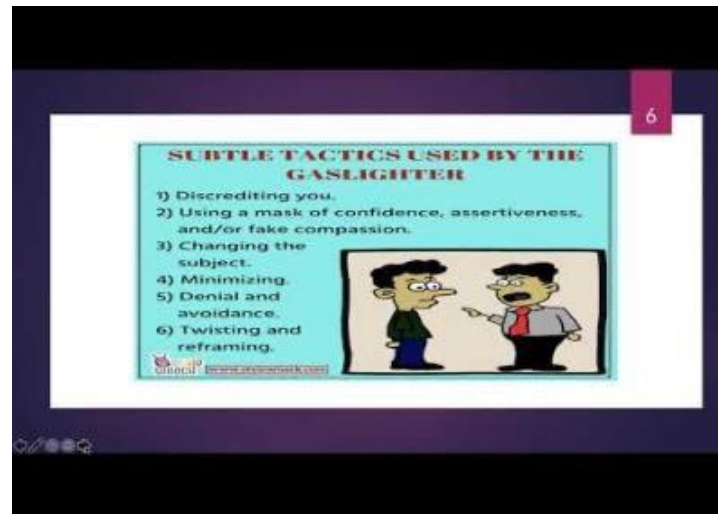
Microaggressions & Gaslighting
Resource: Dr Joan Myers – Tips & Tools



Microaggressions

Open hyperlink below to watch

<https://youtu.be/wWmgl1s1ziQ>



Gaslighting

Open hyperlink below to watch

<https://youtu.be/baghEGSPeOU>



Section 3: What is a microaggression & gaslighting?



Video

John Lewis partnership Advert: **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=rf2uL5QIT00>

Section 3: What is a microaggression & gaslighting?



Video

Addressing micro aggressions and biases in the workplace: **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=vsAqn6fZ5gM>

Section 3: What is a microaggression & gaslighting?



Video

Workplace Micro-Aggression Scenario:
Not Like The Others (Mandate Molefi):
Open the hyperlink below to watch

<https://www.youtube.com/watch?v=IB0T8qZirG8>

Section 3: What is a microaggression & gaslighting?



Video

Eliminating Microaggressions: The Next Level of Inclusion | Tiffany Alvoid | TEDxOakland: **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=cPqVit6TJjw>

Section 3: What is a microaggression & gaslighting?

Additional resources video



Microaggressions video – examples

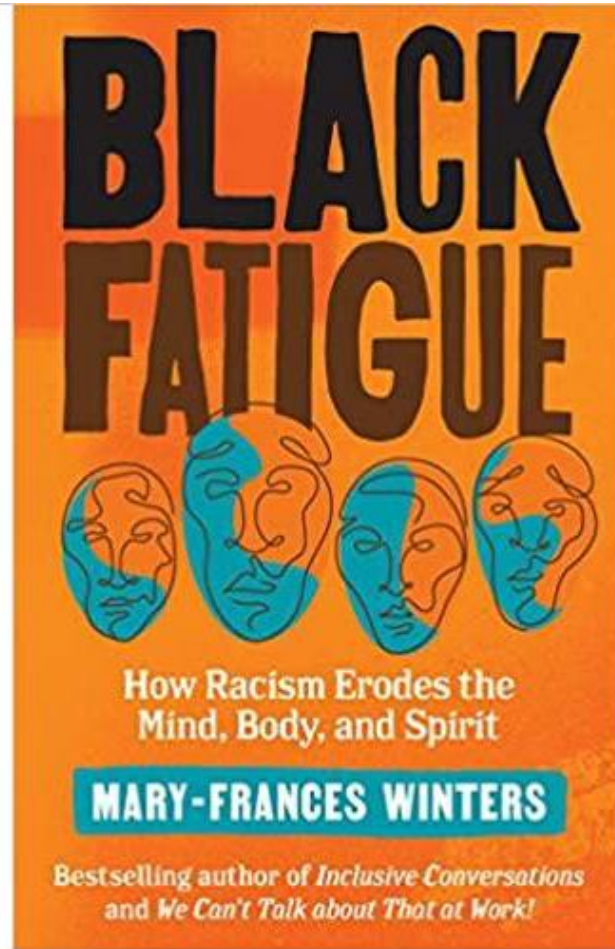
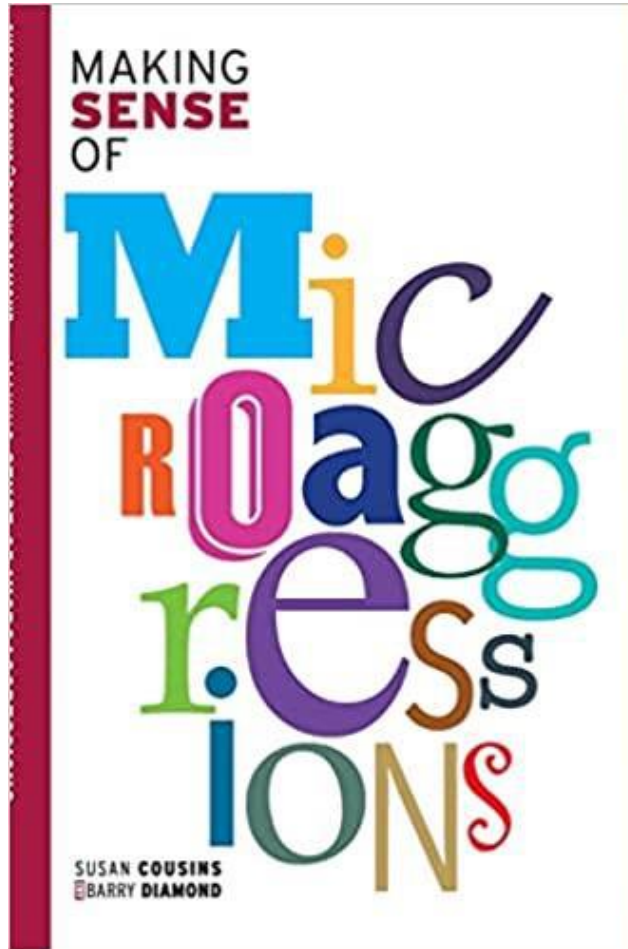
Open the hyperlink below to watch the video : Anti racist Cumbria

<https://www.youtube.com/watch?v=eSyqOGxkleQ>

Recommended reads - Books : What is a microaggression & gaslighting?



Books



Books

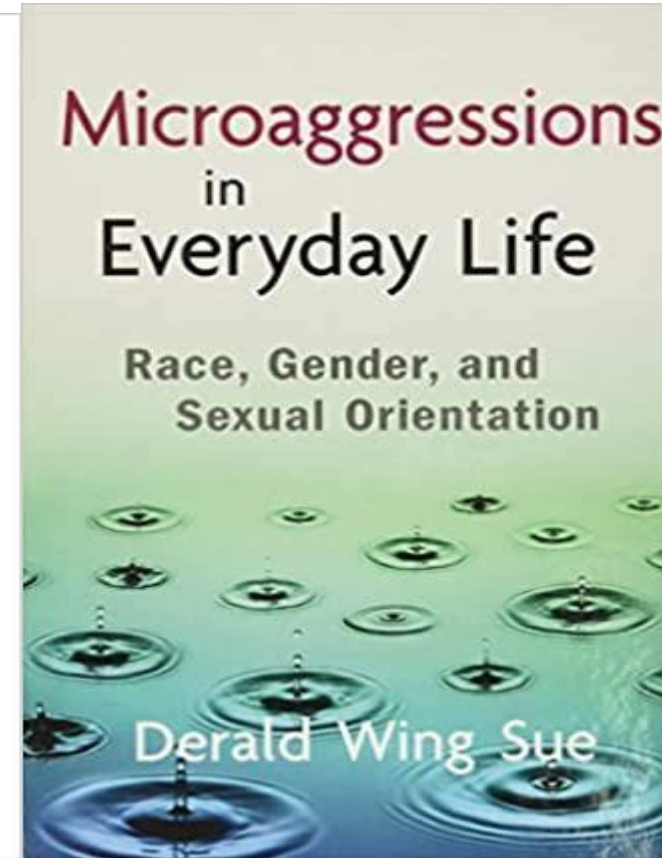
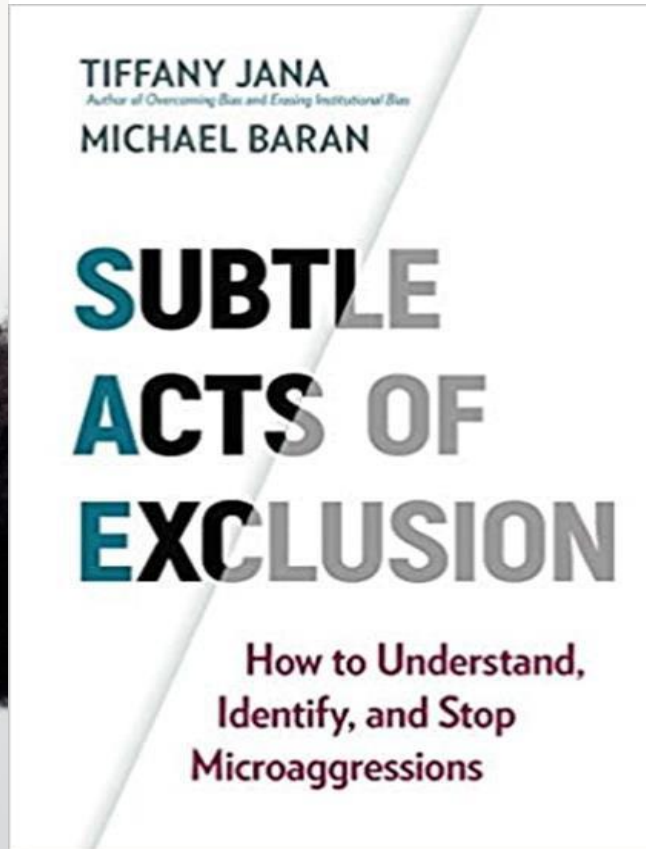
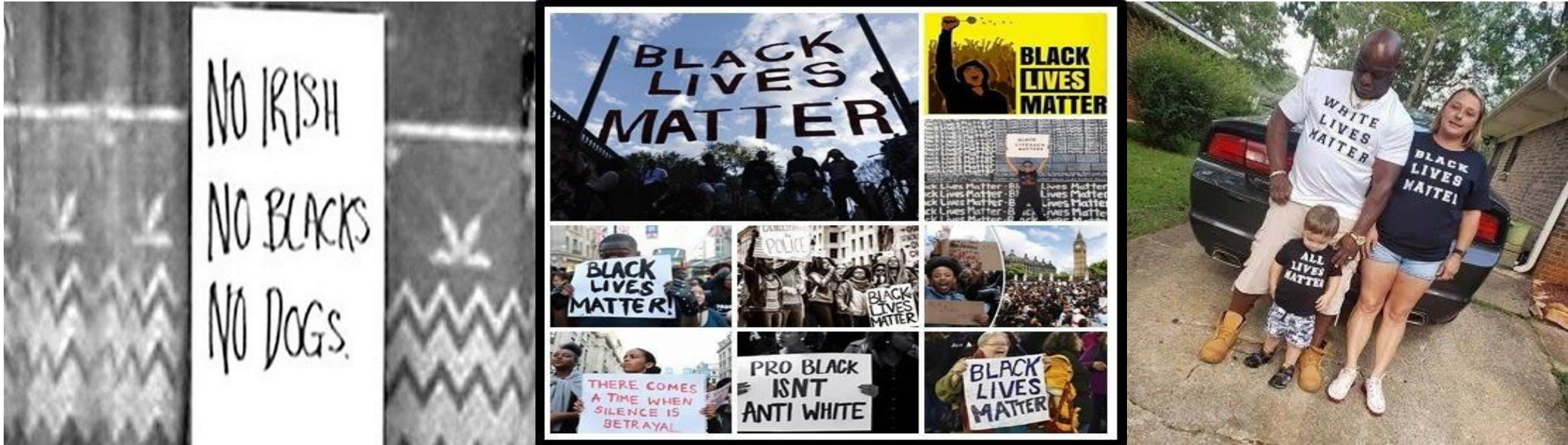


Image gallery



Image gallery



Microaggressions and gaslighting

Thank you for watching & reading

