On Microaggressions

Sometimes unconscious, microaggressions are subtle, mundane exchanges that communicate hostile, derogatory, or negative messages to individuals based on group membership. Microinsults, microinvalidations, and microassaults perpetuate stereotype threat and create a hostile work environment.

On Implicit Bias

Unconscious bias refers to the assumptions and conclusions we jump to without thinking. Everyone has unconscious biases. Being aware of these biases is the first step to combating them.

On Stereotype Threat

Stereotype threat refers to the concern with being viewed through the lens of a stereotype. It is caused by cues in the situation that remind people of negative stereotypes. Anxiety over confirming these stereotypes can impair an individual's ability to perform up to their full potential.

Copyright © WWEST 2014-2015

More information and resources at: www.wwest.ca
References

For: Why Does it Matter?


For: On Microaggressions


For: On Implicit Bias


Recommended Readings

For more information on these topics, please consider reading the rest of this series at www.wwest.mech.ubc.ca/diversity.

About WWEST 2015-2020

Westcoast Women in Engineering, Science and Technology (WWEST) is the operating name for the 2015-2020 NSERC Chair for Women in Science and Technology (CWSE), BC and Yukon Region. Our mission is to promote science and to engage students, industry, and the community to increase the awareness and participation of women and other under-represented groups in science, technology, engineering, and mathematics (STEM). WWEST works locally and, in conjunction with the other CWSE Chairs, nationally on policy, research, advocacy, facilitation, and pilot programs that support women in science and engineering.

About the 2015-2020 WWEST Chairholder

Dr. Lesley Shannon P.Eng is an Associate Professor and Chair for the Computer Engineering Option in the School of Engineering Science at Simon Fraser University. Dr. Shannon studies computer systems design. She works in a rapidly growing field that combines custom computing hardware and software to design and implement application-specific computer systems for applications in a wide range of areas including robotics, machine learning, aerospace and biomedical systems, multimedia applications, and cloud computing. She teaches both undergraduate and graduate students in the area of Computer Engineering; she received the 2014 APEGBC Teaching Award of Excellence in recognition of her classroom and out-of-class mentoring activities and her contributions in leading a redesign of the School’s undergraduate curriculum at SFU. Dr. Shannon has long been an advocate of increasing the diversity of students and workers in science- and engineering-related fields and was instrumental in developing programs to support a successful transition from high school into university.