

Microaggressions

NSD DEI Council
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A brief reminder: Implicit Bias - IAT results

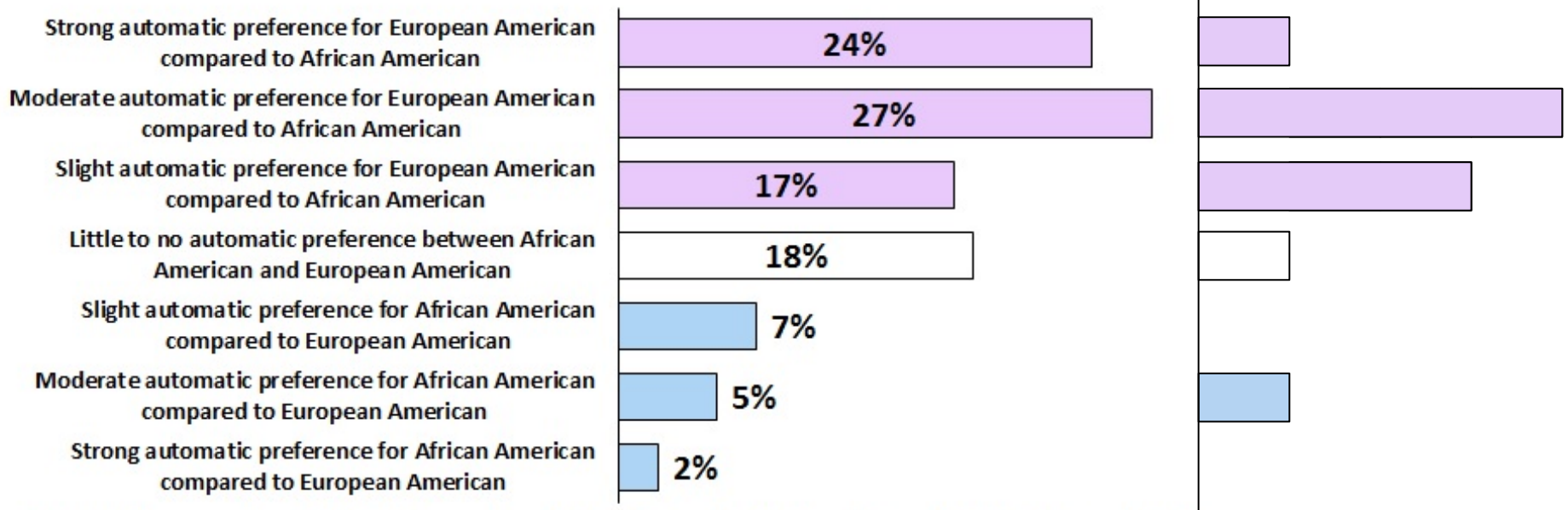


Recall our discussions on implicit bias from the past NSD staff meetings,

IAT subject: Race (Black-White)

Percent of web respondents with each score

NSD respondents



This distribution summarizes 3,314,277 IAT scores for the Race task completed between December 2002 and December 2015.

Take-aways: Implicit biases exist, *also* in NSD. Increase awareness, manage negative impacts.

Thank you again to those who took an IAT and shared your results.

C.f. <https://diversity.lbl.gov/2019/12/04/microaggressions-1000-cuts-add-up/> :

Microaggressions are:

- ways in which biases leak out in situations
- the everyday verbal and nonverbal slights, whether intentional or unintentional, which communicate negative messages (definition from Psychology Today)

Microaggressions exist at LBL

The Lab's Women Scientist and Engineers Council (WSEC) conducted an informal survey with their members in 2018. The top five microaggressions that 75% of the (59) respondents experienced were:

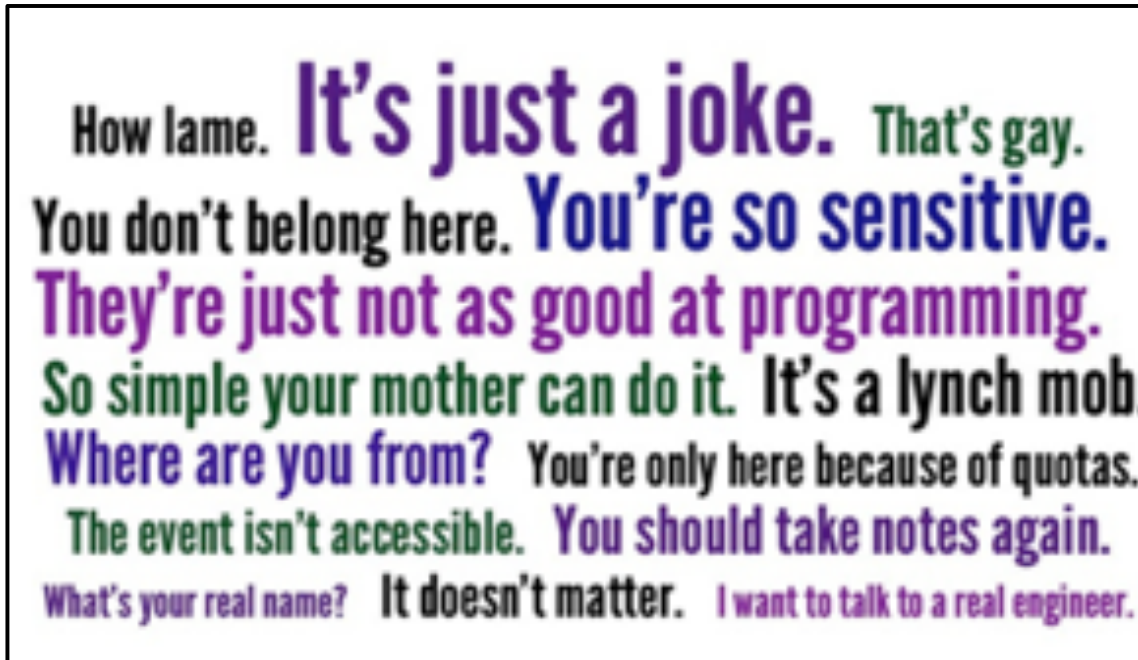
1. frequent interruptions,
2. he-peating
3. mansplaining
4. prove-it-again
5. jokes about DEI or work-life balance

Additional information on these terms may be found [here](#).

Microaggressions matter

A useful analogy is that of a liquid drop on a keyboard. Even though a single drop does not usually cause lasting damage, most of us will not ignore it. However, the cumulation of many drops often/always is destructive.

How lame. **It's just a joke.** That's gay.
You don't belong here. **You're so sensitive.**
They're just not as good at programming.
So simple your mother can do it. It's a lynch mob.
Where are you from? You're only here because of quotas.
The event isn't accessible. **You should take notes again.**
What's your real name? **It doesn't matter.** I want to talk to a real engineer.



Let's be mindful of our own language and behavior

Analogy:

while a single liquid drop does not usually cause damage, most of us will not ignore it.

→ consider acknowledging mention of a microaggression rather than dismissing it.

the cumulation of many drops often/always is destructive.

→ ~~under-represented groups~~ talent at risk of leaving STEM fields altogether.

Four-Part Model for being an Upstander Scenario 1

...due to the China virus.
So next let's look at...

Interrupt
Question
Educate
Echo

Hang on. I want to go back to what you called the virus.

What made you say that?

That's a stereotype that's both wrong and harmful.

Yeah, I actually see it that way, too.

[How to Respond to Coronavirus Racism](#)
Southern Poverty Law Center

Address the microaggression, not the microaggressor.

Additional resource: [Upstander Action Guide](#) by the Lab's [IDEA](#) office

Elements (June 29) featured an initiative by Maurice Garcia-Sciveres (PD) to
End the use of the insensitive Master/Slave terminology in our field



I pledge to not use the words Master and Slave to designate components or roles in circuits, systems, software, or any other technological context. This extends to all my professional communication including writing, presentation, instruction, discussion, and design. I affirm that, for any given use case, there is suitable alternate terminology that I will choose from. When referring to existing literature or components so designated, I may use the initials M and S, where M stands for the Main element or role and S for the Secondary element or role.

Consider committing to this pledge. The pledge may be found [here](#).