



RIMA SURVEY

RACIAL AND INTERSECTIONAL MICROAGGRESSIONS

LET YOUR VOICE
BE HEARD!

BY INVITATION ONLY*



D I V I S I O N F O R E Q U I T Y A N D I N C L U S I O N

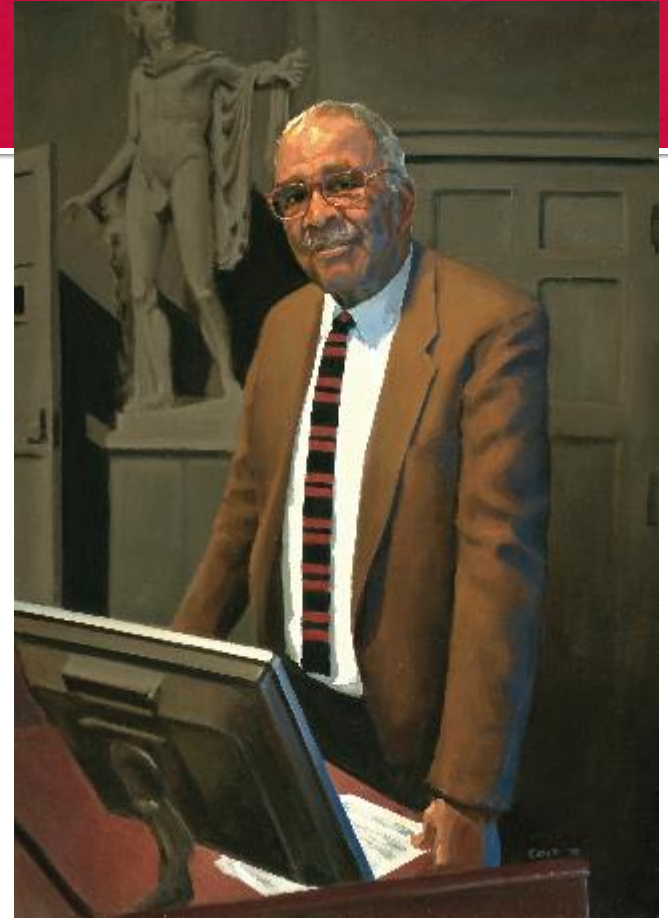
DEI and OIA will administer the Racial & Intersectional Microaggressions online survey at UNM

- The **R**acial & **I**ntersectional **M**icroaggressions online survey (**RIMA**) explores the experiences of **BIPOC** (**B**lack, **I**ndigenous and **P**eople **o**f **C**olor, to include individuals identifying as Asian/API, Latinx, and/or Multiracial), **P**ersons **w**ith **D**isabilities (**PWD**), and **LGBTQIA** undergraduate and graduate students at UNM
- The RIMA survey will be administered March 8th through April 12th

<https://campusclimate.unm.edu/initiatives/rimasurvey.html>

“Microaggressions” coined by Prof Chester Pierce

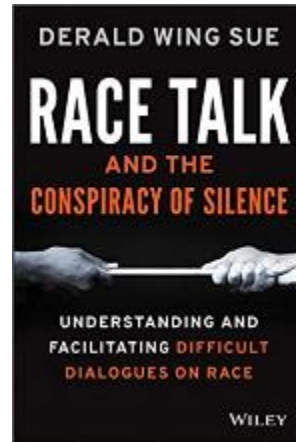
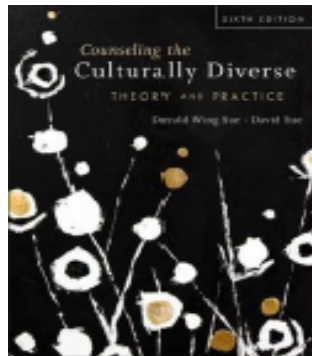
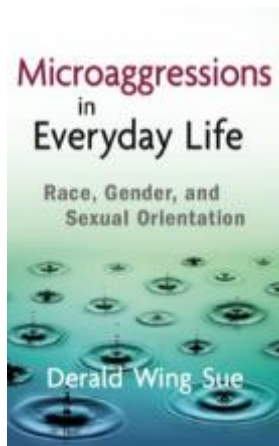
- The concept of “microaggressions,” was coined in 1970 by the late Chester Pierce, M.D. A psychiatrist at Harvard Medical School to describe the daily insults and dismissals endured by Black Americans at the hands of whites.
- Dr. Pierce was the first African American full professor at Massachusetts General Hospital
- Cf. Pierce 1969, Pierce 1973, Pierce 1974 (full references cited in appendix)



Professor Derald Wing Sue: Interrupting RIMAs

<https://www.youtube.com/watch?v=mgvjnxr6oce>

- Created taxonomy of racial microaggressions in everyday life from review of social psychological literature
- Developed catalog of ways to interrupt microaggressions

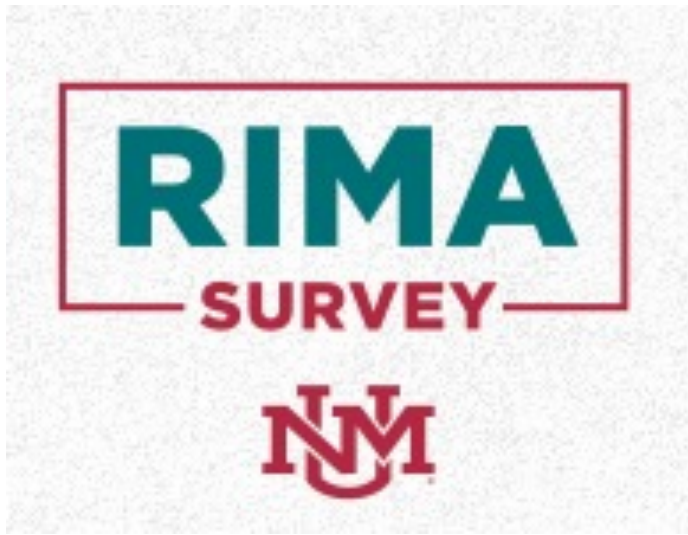


RIMA SURVEY

RACIAL AND INTERSECTIONAL MICROAGGRESSIONS

- ✓ OIA will create a sample of students who are BIPOC and those who have accessed the LGBTQ-RC or ARC
- ✓ We are expecting representative sample of over 5000+ participants; UNM IRB has approved the project
- ✓ An incentive of \$10 will be offered to the first 1000 participants in the online survey (including 500 at HSC)





The survey asks students to delineate uncomfortable spaces to allow us to design appropriate interventions to enhance UNM's inclusive climate.

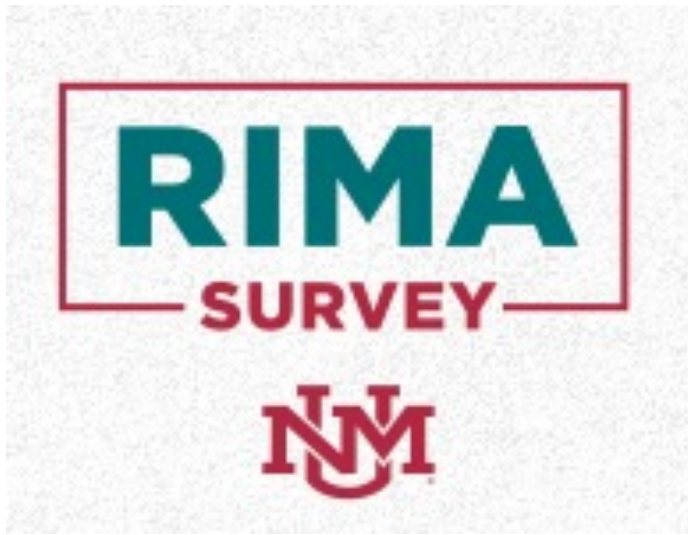
Preview

Racial and Intersectional Microaggressions Survey at UNM

13. What are some places ON CAMPUS that you avoid (please check all that apply)?

- Classrooms and labs
- Campus Bathrooms
- Parking Lots and Structures
- The Student Union Building (SUB)
- Smith Plaza/Cornell Mall
- Social Media and other virtual spaces
- On the bus/public transportation
- Central Avenue (off campus)
- Academic departments
- Instructor's Office
- On-campus workplace
- SHAC: Student Health and Counseling
- Financial Aid Office
- Libraries
- Residence Halls (main campus)
- Fraternity/Sorority housing
- Lobo Village
- University Football Stadium
- University Arena, "The Pit"
- Johnson Gym/Field
- Other places on campus:

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Students are asked to answer open ended questions about their experiences. Sets of questions are customized to address BIPOC, PWD and LGBTQIA concerns.

3/15/21 Survey

Preview

Racial and Intersectional Microaggressions Survey at UNM

In the previous question, you indicated that you had experienced an incident that was motivated by homophobia, transphobia, or gender discrimination. In the following questions, please describe some details from an event or events you experienced, including:

- What happened
- Where it happened (Residence/dining hall, Smith Plaza, Johnson Center, classroom, research lab, performance space, at a student-led event, in work-study position, off-campus locations, etc.)
- Who was involved (names are not required)
- When it happened (what time, semester, year, day/night)
- How it made you feel
- What you did about it
- Whether anyone intervened to support you, and what they did

4. Describe a situation in which you felt uncomfortable, insulted, invalidated, or disrespected by a comment that had homophobic or transphobic overtones.

5. How have others subtly expressed their stereotypical beliefs about LGBTQIA people, and/or your sexual orientation, gender identity or expression (SOGIE)?

6. How have people suggested that you do not belong here at UNM because of your sexual orientation, gender identity or expression (SOGIE) (e.g. denied or discouraged from running for homecoming court, joining a fraternity or sorority; or being denied classroom, athletic, or leadership opportunities)?

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We will customize a UNM toolkit for interrupting microaggressions in various spaces on campus (e.g. in classrooms, labs, residence halls, etc).

Tool: Interrupting Microaggressions

MICROAGGRESSION EXAMPLE AND THEME	THIRD PARTY INTERVENTION EXAMPLE	COMMUNICATION APPROACH
<p>Alien in One's Own Land To a Latino American: "Where are you from?"</p> <p>Ascription of Intelligence To an Asian person, "You're all good in math, can you help me with this problem?"</p> <p>Color Blindness "I don't believe in race."</p>	<p>"I'm just curious. What makes you ask that?"</p> <p>"I heard you say that all Asians are good in math. What makes you believe that?"</p> <p>"So, what do you believe in? Can you elaborate?"</p>	<p>INQUIRE Ask the speaker to elaborate. This will give you more information about where s/he is coming from, and may also help the speaker to become aware of what s/he is saying.</p> <p>KEY PHRASES: "Say more about that." "Can you elaborate on your point?" "It sounds like you have a strong opinion about this. Tell me why." "What is it about this that concerns you the most?"</p>
<p>Myth of Meritocracy "Everyone can succeed in this society, if they work hard enough."</p> <p>Pathologizing Cultural Values/Communication Styles Asking a Black person: "Why do you have to be so loud/animated? Just calm down."</p>	<p>"So you feel that everyone can succeed in this society if they work hard enough. Can you give me some examples?"</p> <p>"It appears you were uncomfortable when ___ said that. I'm thinking that there are many styles to express ourselves. How we can honor all styles of expression—can we talk about that?"</p>	<p>PARAPHRASE/REFLECT Reflecting in one's own words the essence of what the speaker has said. Paraphrasing demonstrates understanding and reduces defensiveness of both you and the speaker. Restate briefly in your own words, rather than simply parroting the speaker. Reflect both content and feeling whenever possible.</p> <p>KEY PHRASES: "So, it sounds like you think..." "You're saying... You believe..."</p>
<p>Second-Class Citizen You notice that your female colleague is being frequently interrupted during a committee meeting.</p> <p>Pathologizing Cultural Values/Communication Styles To a woman of color: "I would have never guessed that you were a scientist."</p>	<p>Responder addressing the group: "____ brings up a good point. I didn't get a chance to hear all of it. Can ____ repeat it?"</p> <p>"I'm wondering what message this is sending her. Do you think you would have said this to a white male?"</p>	<p>REFRAME Create a different way to look at a situation.</p> <p>KEY PHRASES: "What would happen if..." "Could there be another way to look at this..." "Let's reframe this..." "How would you feel if this happened to your____..."</p>

HOW YOU CAN HELP:

- ❖ **Many ways!**
 - **Tell your friends about the RIMA Survey**
 - **Invite DEI to present to student groups and classes**
 - **Complete survey if you are selected for the sample**
 - **Encourage friends to complete survey if they are selected for the sample**

- ❖ **Look out for focus group discussions and workshops this fall**
<https://campusclimate.unm.edu/initiatives/rimasurvey.html>

More information about the RIMA survey and how to interrupt microaggressions

UNM RIMA Survey Website:

campusclimate.unm.edu/initiatives/rimasurvey.html

*Interrupting Microaggressions Toolkit:

<https://diverse.unm.edu/assets/docs/handouts-11062020.pdf>

*SOGIE Microaggressions: Overview

<https://diverse.unm.edu/resources/handouts.html>

*Presentation on RIMAs & Implicit Bias:

<https://diverse.unm.edu/assets/docs/essdeipresentation11062020.pdf>

*Dr. Sue on PBS News Hour

<https://www.pbs.org/newshour/show/how-unintentional-but-insidious-bias-can-be-the-most-harmful>



Acronyms used by UNM's Division for Equity and Inclusion (DEI)

- Black & Indigenous and People of Color (BIPOC), to Include Asian/API, Latinx, & Others
- Diversity, Equity, Accessibility & Inclusion (DEAI)
- Lesbian, Gay, Bisexual/Pansexual, Transgender, Queer/Questioning, Intersex, Asexual (LGBTQIA)
- Liaisons for Equity, Advocacy & Diversity (LEAD) Council of Associate Deans for Diversity (& related)
- Minority Serving Institution (MSI)
- National Center for Faculty Development and Diversity (NCFDD) Faculty Success Program (FSP)
- Office For Federal Contract Compliance Programs (OFCCP)
- UNM Office of Institutional Analytics (OIA)
- Person(s) with Disabilities/Disabled Persons (PWD)
- Racial and Intersectional Micro-aggression(s) [RIMA(s)], to include racial, class, sexual orientation, gender identity and expression, and ableism (discrimination and bias against Persons with Disabilities)
- Sexual Orientation, Gender Identity and Expression (SOGIE)
- Underrepresented Racial/Ethnic Minority (URM), to include Native American/American Indian, Black/African American, & Latinx/Chicanx/Hispano
- Vice President for Equity and Inclusion (VPEI)



**THANK
YOU!**



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lgbtqrc@unm.edu



The Men of Color Initiative
505.277.2015
menofcolor@unm.edu

DIVERSE.UNM.EDU



**INSTITUTE FOR THE
STUDY OF "RACE"
& SOCIAL JUSTICE**

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**DIVISION
FOR EQUITY
& INCLUSION**