RIMA SURVEY
RACIAL AND INTERSECTIONAL MICROAGGRESSIONS
LET YOUR VOICE BE HEARD!
BY INVITATION ONLY®
DIVISION FOR EQUITY AND INCLUSION
DEI and OIA will administer the Racial & Intersectional Microaggressions online survey at UNM

- The Racial & Intersectional Microaggressions online survey (RIMA) explores the experiences of BIPOC (Black, Indigenous and People of Color, to include individuals identifying as Asian/API, Latinx, and/or Multiracial), Persons with Disabilities (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
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
OIA will create a sample of students who are BIPOC and those who have accessed the LGBTQ-RC or ARC. We are expecting a 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.
Students are asked to answer open-ended questions about their experiences. Sets of questions are customized to address BIPOC, PWD and LGBTQIA concerns.
We will customize a UNM toolkit for interrupting microaggressions in various spaces on campus (e.g. in classrooms, labs, residence halls, etc.).

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<tr>
<th>MICROAGGRESSION EXAMPLE AND THEME</th>
<th>THIRD PARTY INTERVENTION EXAMPLE</th>
<th>COMMUNICATION APPROACH</th>
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<tr>
<td>Alien in One's Own Land</td>
<td>&quot;I'm just curious. What makes you ask that?&quot;</td>
<td>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.</td>
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<td>To a Latino American: “Where are you from?”</td>
<td>&quot;I heard you say that all Asians are good in math. What makes you believe that?&quot;</td>
<td>KEY PHRASES: &quot;Say more about that.&quot; &quot;Can you elaborate on your point?&quot; &quot;It sounds like you have a strong opinion about this. Tell me why.&quot; &quot;What is it about this that concerns you the most?&quot;</td>
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<td>Ascription of Intelligence</td>
<td>&quot;So, what do you believe in? Can you elaborate?&quot;</td>
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<td>To an Asian person, “You're all good in math, can you help me with this problem?”</td>
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<td>Color Blindness</td>
<td>&quot;So you feel that everyone can succeed in this society if they work hard enough. Can you give me some examples?&quot;</td>
<td>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.</td>
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<td>&quot;I don't believe in race.&quot;</td>
<td>&quot;It appears you were uncomfortable when ___ said that. I'm thinking that there are many styles to express ourselves. How can we honor all styles of expression—can we talk about that?&quot;</td>
<td>KEY PHRASES: &quot;So, it sounds like you think...&quot; &quot;You're saying...You believe...&quot;</td>
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<td>Myth of Meritocracy</td>
<td>&quot;Second-Class Citizen&quot;</td>
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<td>&quot;Everyone can succeed in this society, if they work hard enough.&quot;</td>
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<td>Pathologizing Cultural Values/Communication Styles</td>
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<td>Asking a Black person: “Why do you have to be so loud/animated? Just calm down.”</td>
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<td>Second-Class Citizen</td>
<td>Responder addressing the group: &quot;______ brings up a good point. I didn't get a chance to hear all of it. Can ______ repeat it?&quot;</td>
<td>REFRAME Create a different way to look at a situation.</td>
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<td>You notice that your female colleague is being frequently interrupted during a committee meeting.</td>
<td>&quot;I'm wondering what message this is sending her. Do you think you would have said this to a white male?&quot;</td>
<td>KEY PHRASES: &quot;What would happen if...&quot; &quot;Could there be another way to look at this...&quot; &quot;Let's reframe this...&quot; &quot;How would you feel if this happened to your...&quot;</td>
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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](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/essdeipresentation110620.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!

DIVERSE.UNM.EDU

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LGBTQ Resource Center
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INSTITUTE FOR THE
STUDY OF "RACE"
& SOCIAL JUSTICE
race.unm.edu