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### Trauma Informed E-Newsletter: Issue 2

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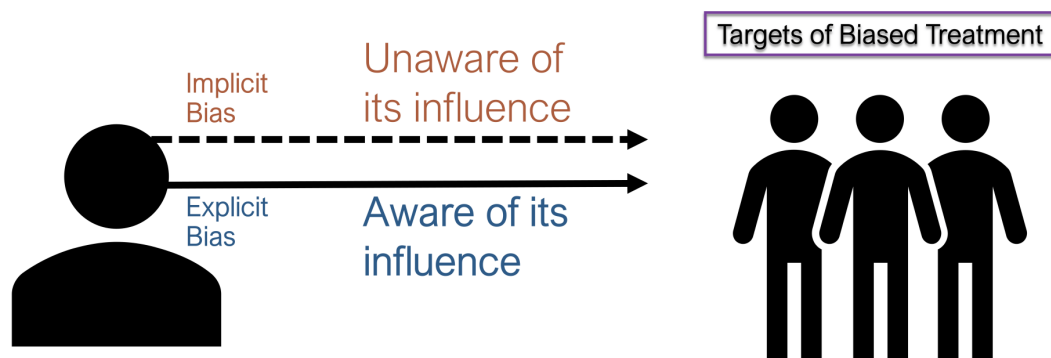
# Trauma Informed

*Monthly E-Newsletter on Trauma Informed Practices for Faculty & Staff*

## TRAUMA INFORMED INSIDE THIS ISSUE:

- Implicit Bias vs. Explicit Bias
- Video from Derald Wing Sue
- 3 Types of Microaggressions
- Yoga for Relaxation

## Implicit Bias vs. Explicit Bias



## Implicit Bias & Microaggressions: The Macro Impact of Small Acts

Implicit Bias is unconscious patterns people inevitably develop in their brains to organize information actually "affected individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves." The term "microaggression" was first coined in 1978 by Chester M. Pierce to describe a phenomenon of subtle negative exchanges directed toward African Americans (Pierce et al., 1978). While the idea of microaggressions has been around for decades, it has only more recently come to the forefront in psychology (Sue, 2010). Whereas overt forms of discrimination may be more easily identified, subtle discrimination has received increased attention focused on studying how it may affect individuals in society, especially those from groups that have been historically marginalized. Microaggressions can be related to race, gender, sexual orientation, socioeconomic status, religion, or other features that reflect some aspect of personal identity. And while microaggressions most often present as verbal slights in spoken language, they may also take on nonverbal or environmental forms.

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# From University of MN Extension: HISTORICAL TRAUMA AND CULTURAL HEALING Lecture List – Historical Trauma & Microaggressions:

Derald Wing Sue

Derald Wing Sue, author of the book *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*, talks about what microaggressions are and how they play out in everyday life.

<https://www.youtube.com/watch?v=Nrw6Bf5weTM>

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Yoga can be a great strategy to recommend to your students or do yourself. Check out this Yoga for Relaxation Video:

[https://www.youtube.com/watch?v=WtGE0Uz9zSE&list=PLui6Eyny-UzxghGvVE7V\\_6YsZ7rh5r1Fx&index=3](https://www.youtube.com/watch?v=WtGE0Uz9zSE&list=PLui6Eyny-UzxghGvVE7V_6YsZ7rh5r1Fx&index=3)



## The 3 Forms of Microaggressions

**Microassault:** Explicit racial derogations that are verbal (i.e., racial epithets), nonverbal (behavioral discrimination), or environmental (offensive visual displays) attacks meant to hurt the person of color. It is generally deliberate and conscious.

**Microinsult:** A behavioral action or verbal remark that conveys rudeness, insensitivity, or demeans a person's racial identity or heritage.

**Microinvalidation:** Actions that exclude, negate or nullify the psychological thoughts, feelings or experiential reality of a person of color.

From: Sue D. W., Bucceri J., Kin A. I., Nadal K. L., Torino G. C. (2007). Racial microaggressions and the Asian American experience. *Cultural Diversity and Ethnic Minority Psychology*, , 72–81. [PubMed] [Google Scholar]