

What's the Micro in Microaggressions

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Why are Microaggressions labeled as micro exactly? Microaggressions can be just as harmful as all the different forms of racism that we know today. These kinds of aggression can be hard to notice if they are intentional or simply just by accident. The way we express our words and how we use them to express our intentions is very important, especially for African Americans and women in the workplace worldwide. The opinion writers' overall argument was that microaggressions shouldn't be labeled as "micro" when it can have big impacts, physically and mentally. Microaggression is an insult to everyone who has experienced it. It shouldn't be considered a micro problem which is the exact statement I expressed in this essay opener. I must completely agree with the writer's argument here. Microaggressions have big impacts on African Americans and women in the workforce even if they are labeled as small efforts of either racism, abuse, etc.

The author states in their opinion article "The term Microaggression doesn't fully capture the actions emotion and material efforts or how they impact women and people of color career progressions". I agree with this statement because the action of pursuing microaggression can create a lowered sense of physical well-being. This means your mental health can make you start thinking you don't have the potential to be who you want. Researchers found this statement true as well by conducting experiments on the victim's mental health. This kind of action can demote women and people of color to downgrade their success in their career paths thinking they don't deserve what their goals tell them. For example, their white counterparts would tell them that their "Exotic" (Tulshyan, 2022) name was very hard to pronounce. They insisted that this was a compliment but who in their right name would say that their name is very exotic? I would take that not just offensively, but personally. This will result in my mood going down and proceed to keep my head down to stay away from any interactions that come my way. The details from the evidence support what I have to say because this proves through conducted research that microaggressions aren't something to come proud of. Just because it has the word micro in front of it, doesn't mean it has a small meaning to it.

Secondly, the author claims “The inclusion of Micro in the term shrinks the action's harmful effects and puts the comfort of the majority by using intentions instead of their impacts” (Tulshyan, 2022).

I agree with this statement because again aggression of any sort will never be a small issue to deal with. The term should instead be “Exclusionary behavior” (Tulshyan, 2022). See, Intentions is a very crucial part to how you treat someone. If your intentions are good from the start. Then you don't need to worry about the impacts because they should and will be positive. Sometimes we can say something that we think is okay to say but has an impact on the receiver. An article by *Medical News Today* (Haghghi, 2023) says that many people don't even realize that they are making a micro-aggressive comment or action but it's important the moment you figure out the impact you made that you sincerely apologize for what you said. Accidents happen all around us, which isn't a bad thing. How can everyone learn without having a resource to learn from?

Thirdly, the author states “While curiosity is important and necessary, there is a time and place for conversations about a person's identity”.

I strongly agree with what the author is claiming because like the writer said, curiosity is a good thing but being disruptively disrespectful is another. Asking someone what they are isn't a way to show yourself as a humble person, especially the first time you meet someone at the workplace. Your thoughts should always be kept towards yourself and does not have it affect the people around you. An Identity is very important to us because it defines who we are and what we are. This article by CEO states A name and a reputation is what make us who we are, but I will have to disagree with half of that claim (CEO, 2022). A reputation is who we WERE not who we are. When someone has a bad reputation and you know about it, assuming they are a bad person isn't the way you approach them. You must first get to know who they are now first and then make your decision after. This is for general speaking as well.

Lastly, the author claims “When we learn better, we do better”. This is talking about being able to name, recognize, and acknowledge the harm the counterpart causes. I agree with the author's claims because that is indeed a fact that can be argued. When you learn how to do something, you're not going to do the opposite of what you just got taught. That's not how knowledge works. This also goes for everything other than microaggressions. Back in my middle school, It was a rule to tuck in our shirts at all times. I kept saying okay but then untucking it seconds after thinking it was cool for my friends. My teacher caught me doing this many times in front of him, so it resulted in a discipline referral for not tucking in my shirt one day and ever since I've learned to keep my shirt tucked even when I'm on the bus, I keep it tucked all the way in. When we talk about microaggressions, for example, if someone is telling you what you said was considered microaggression, figure out what was wrong and apologize right away. Learn from your mistakes and make the community of people of color and women in workplaces in a safer area.

It's very important that we critically dissect how important microaggressions are then how they sound, even if there is a Micro word in it. They have major impacts on our women and people of color all around the world and that must be stopped today. Writing this essay made me realize that aggression of sorts could still be happening all around me but just not giving my full attention to it so also starting now, I'll keep my eyes more open and try my best to stop anything before it starts.

At the end of the day, aggression is aggression. No micro word will make it seem not as important as how it makes others feel inside, my research proves that!

References

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