

Paved with good intentions

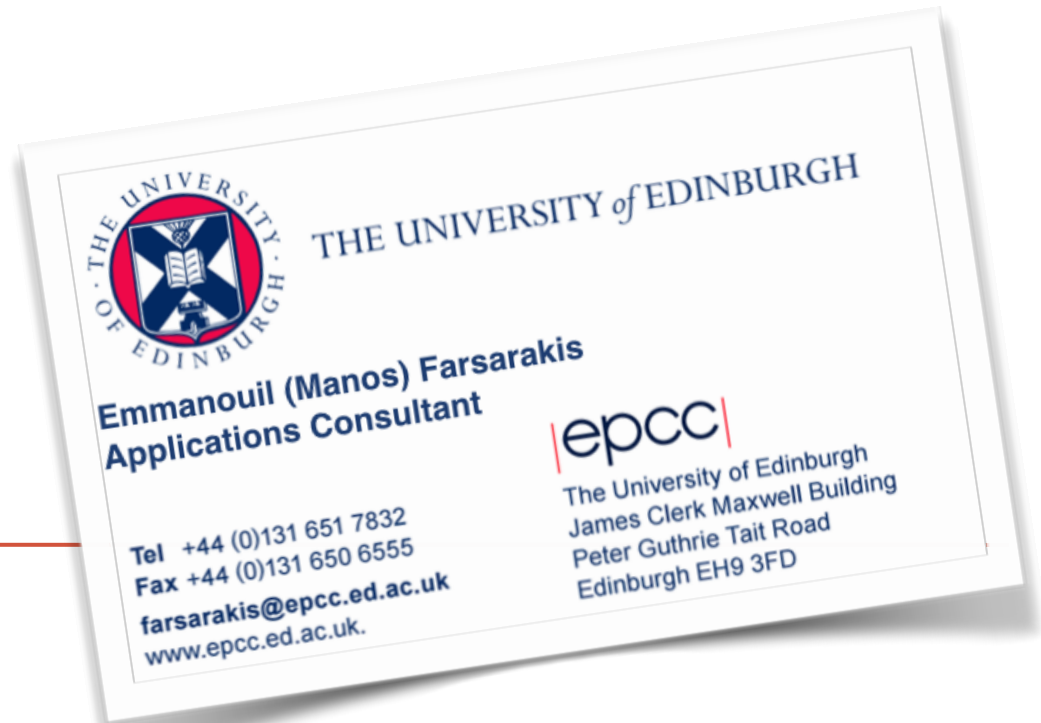
...or: “But you’re only half American, so it’s okay.”

Hello

I'm Manos

Hello

I'm Manos





Hello

I'm Manos



Hello

I'm Manos



Hello

I'm Manos



About this presentation

This is a presentation about Microaggressions.



About “micro-aggressions”

People usually roll their eyes when you mention them.

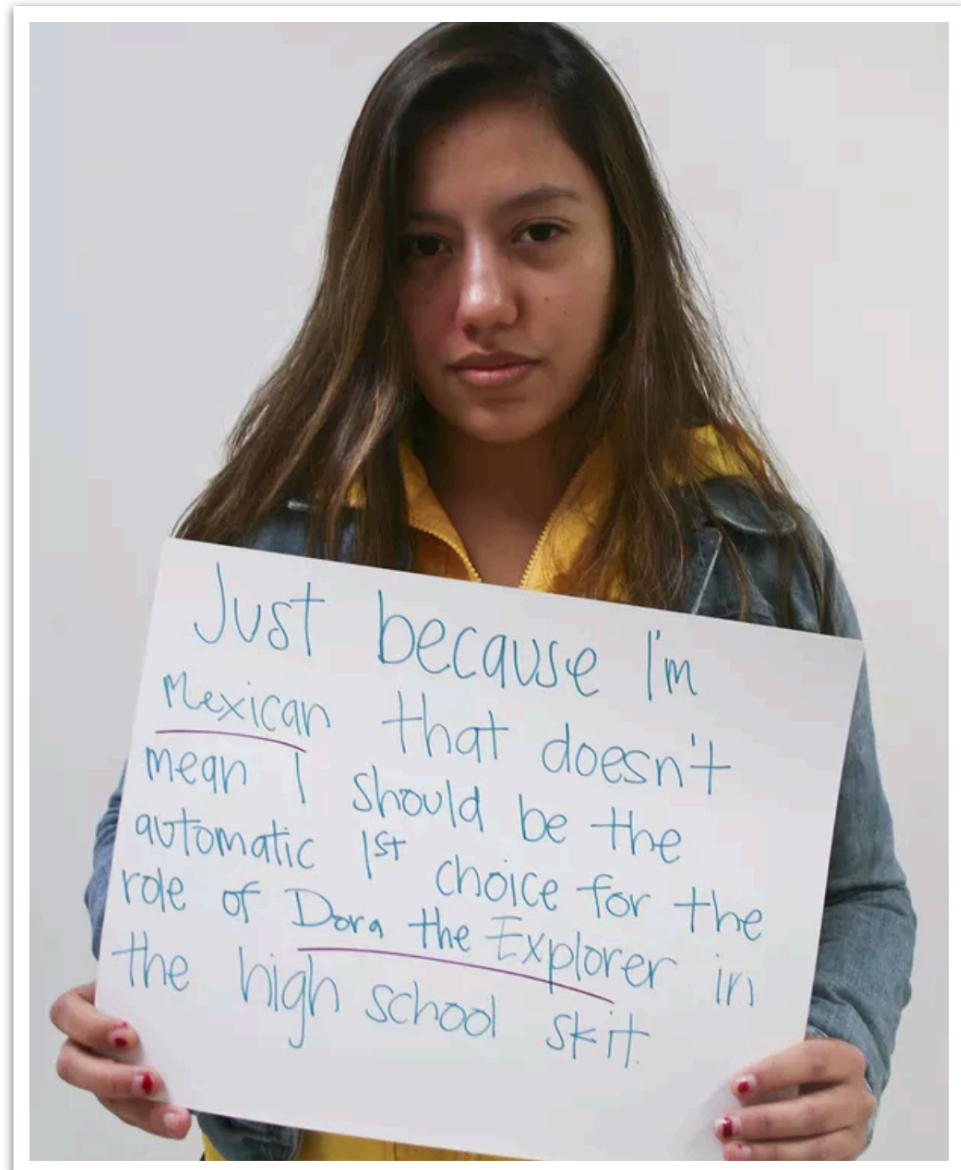


About “micro-aggressions”

A definition:

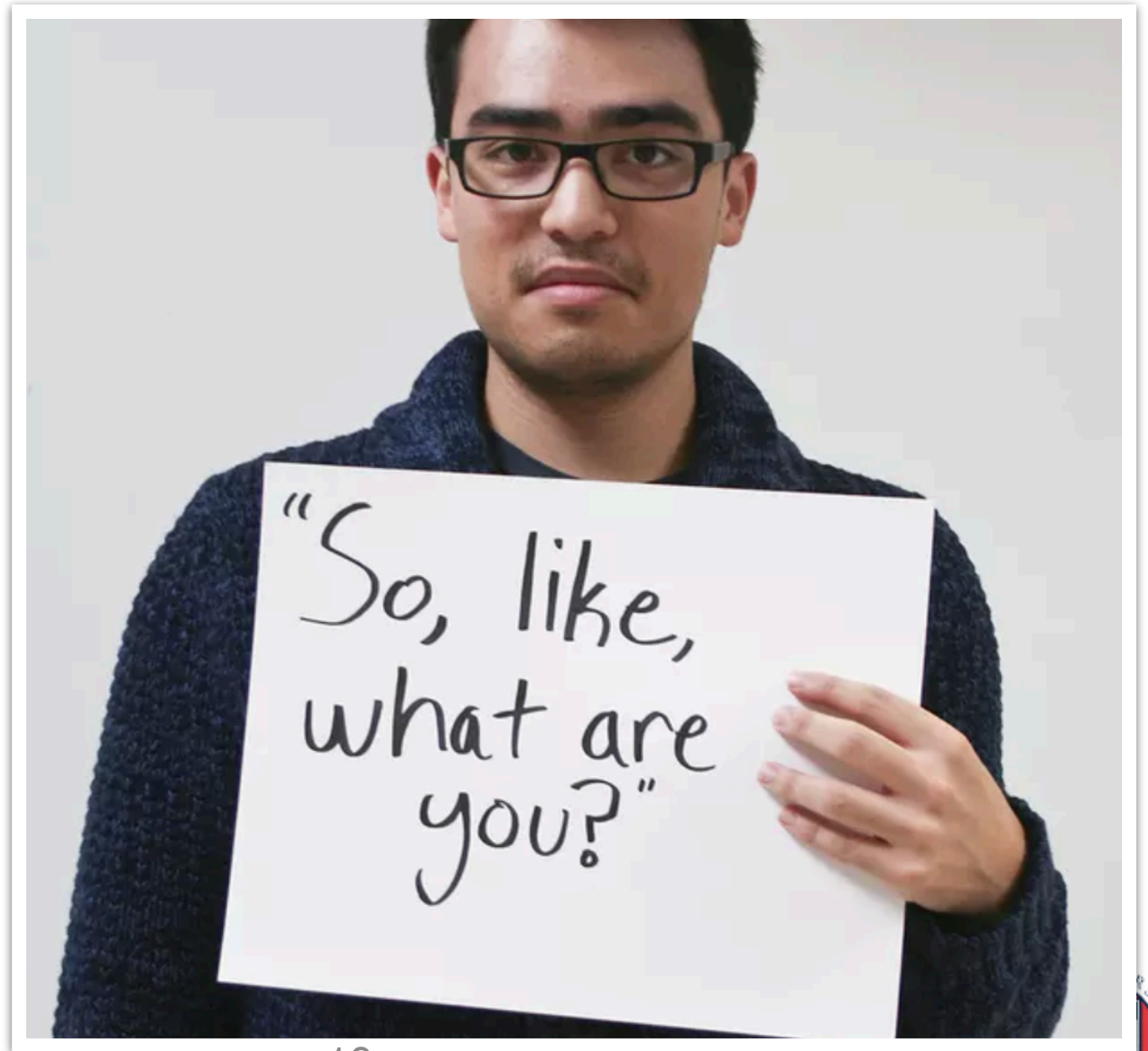
“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

Source: [Psychology Today](#)



About “micro-aggressions”

They come in many shapes and forms.



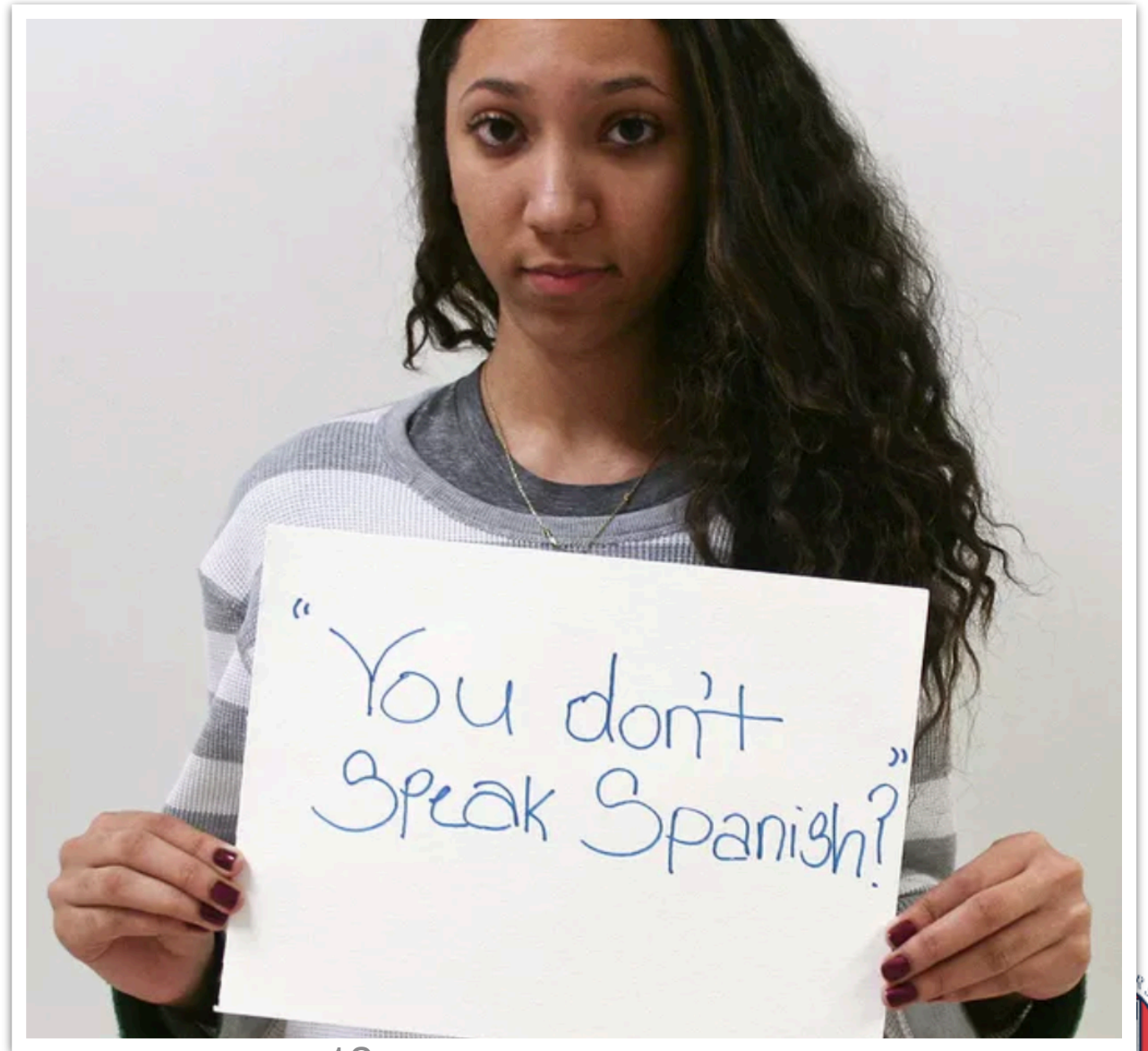
Some types of “micro- aggressions”

- Racial
- Gender
- Sexuality
- Religion
- Disability
- Bodytype
- [enter marginalised group which I have ignorantly ignored]



Funny things about “micro-aggressions”

They are different around the world.



Funny things about “micro-aggressions”

They are often decorated with the best of intentions.



Funny things about “micro-aggressions”

... or “humour”.



Funny thing about humans

We tend to think of ourselves as “good”, “moral”, “decent”.

“I don’t agree with mandatory diversity training. It’s like we are guilty until proven innocent!”



So I'm bad
because I'm white,
male, straight and
middle-class?

No, you are most
probably not.

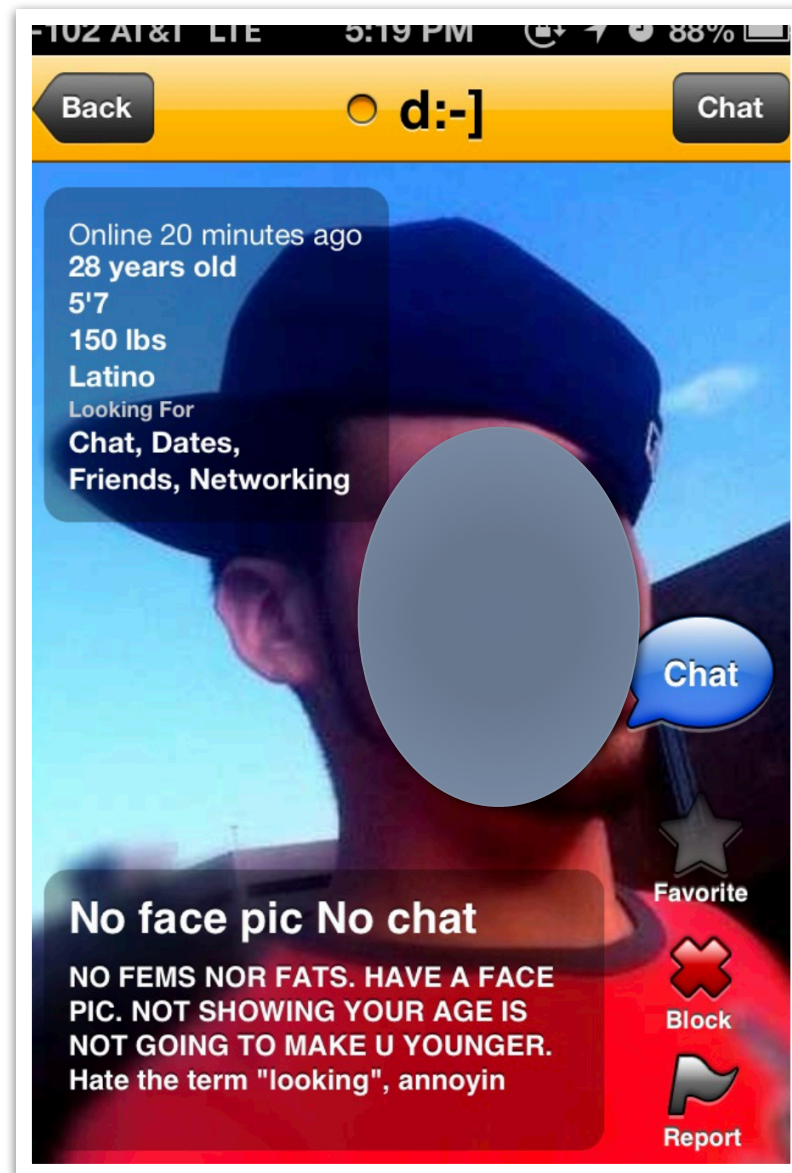
Moreover, define "bad".

But you might be a bit
ignorant if that's your
question.



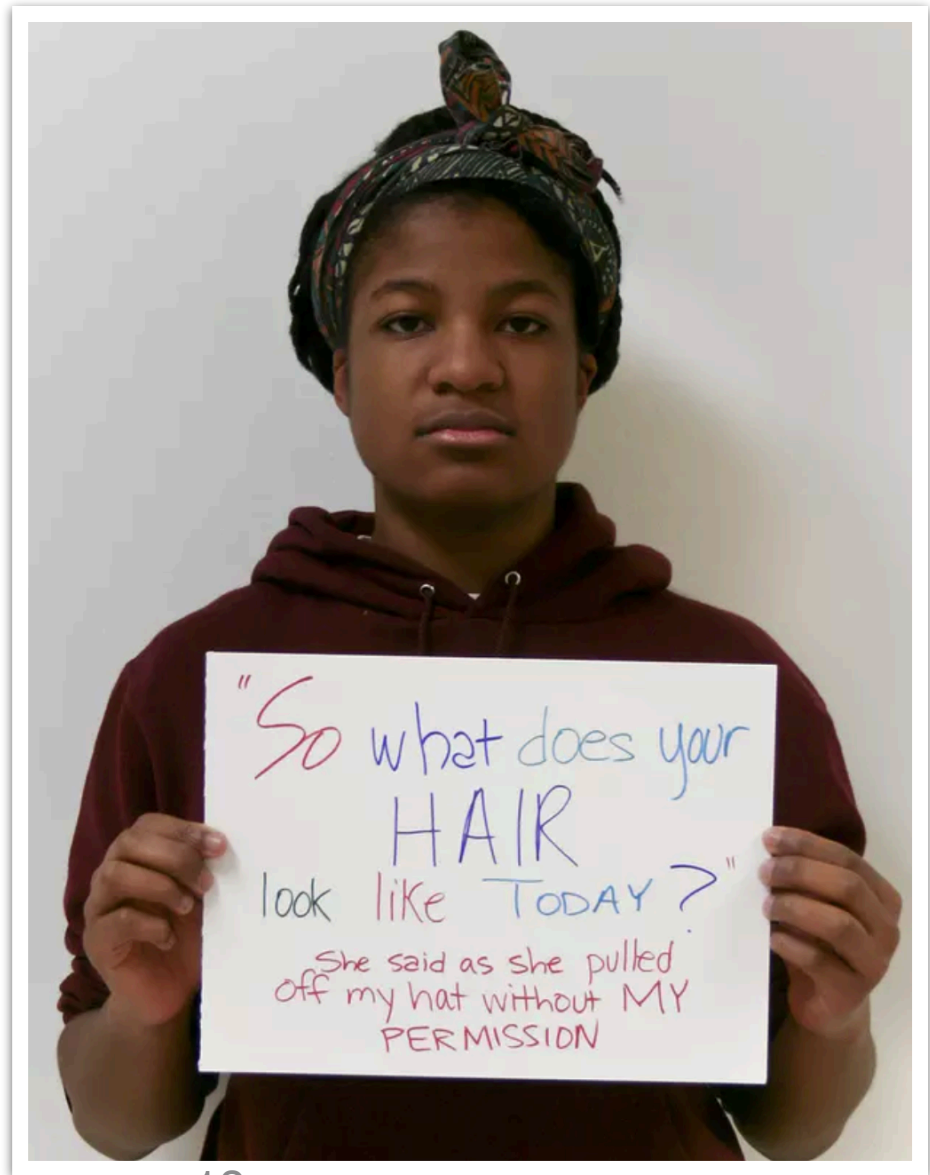
Funny thing about non-white, male, straight, middle-class people...

We're probably ignorant too.



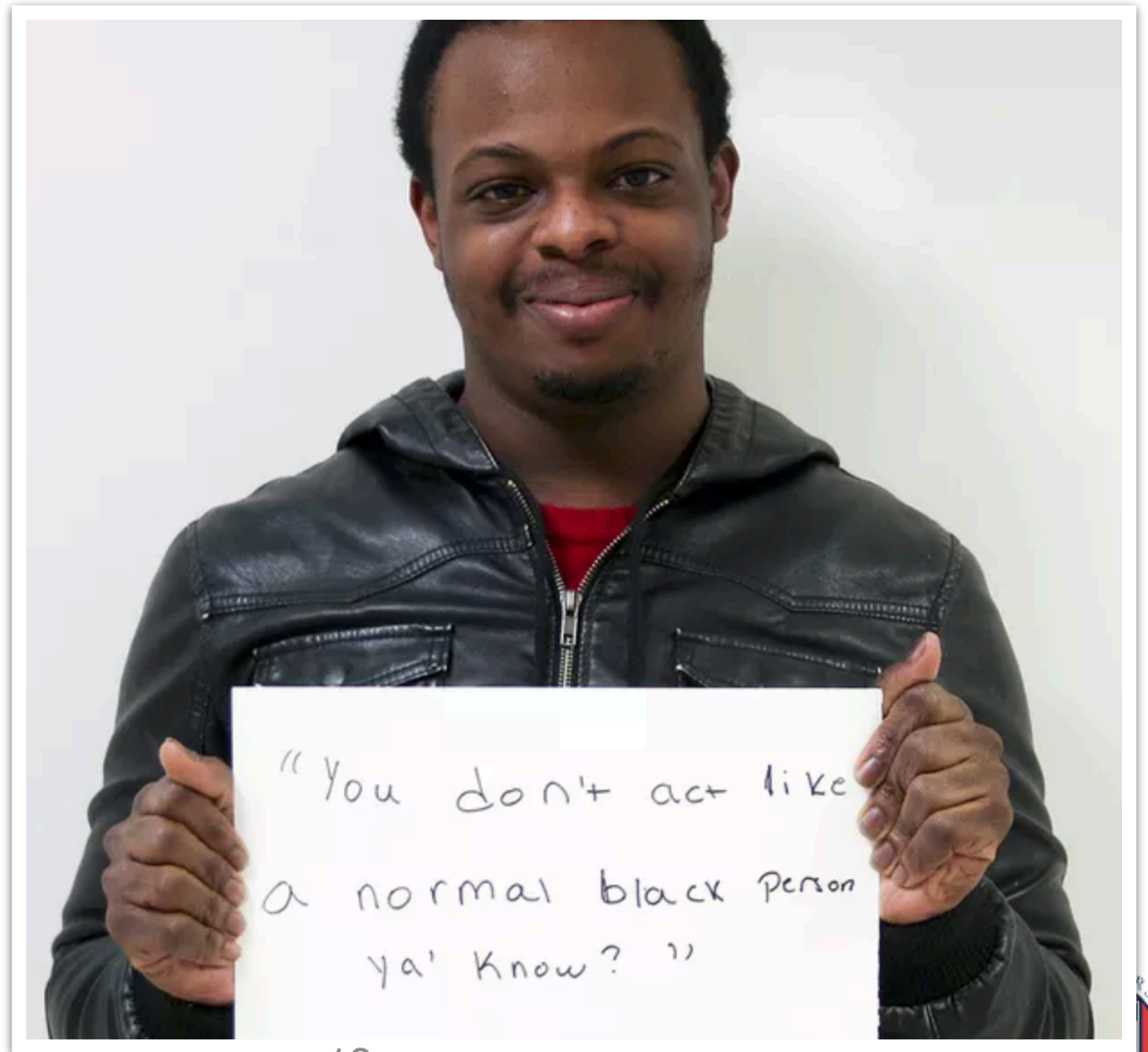
You can still ask questions

...without being aggressive.



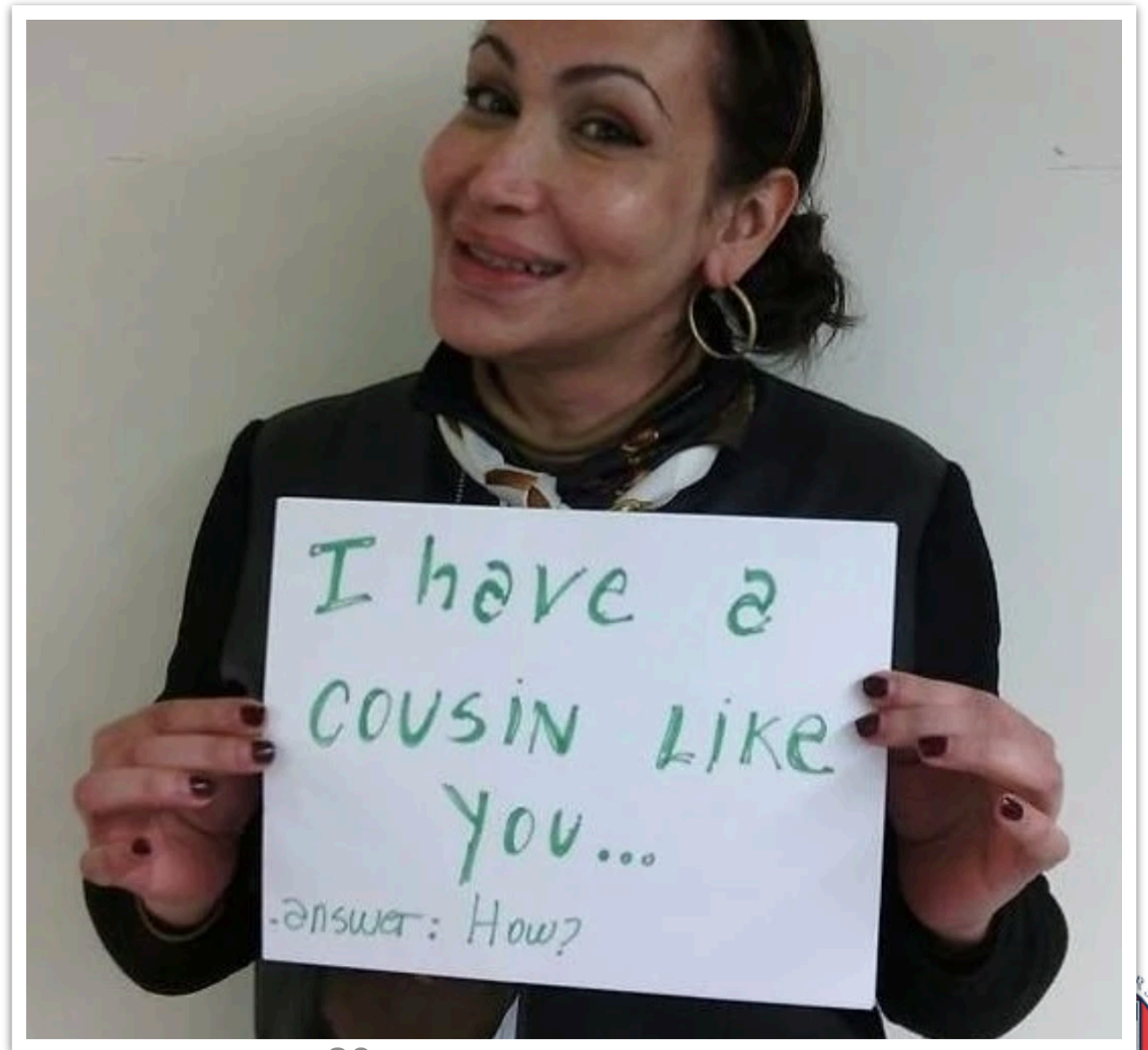
You can maintain your freedom of speech

...without being offensive.



Ever thought:
“We need to create a
straight, white male
support group.”
?

Get yourself some
perspective.



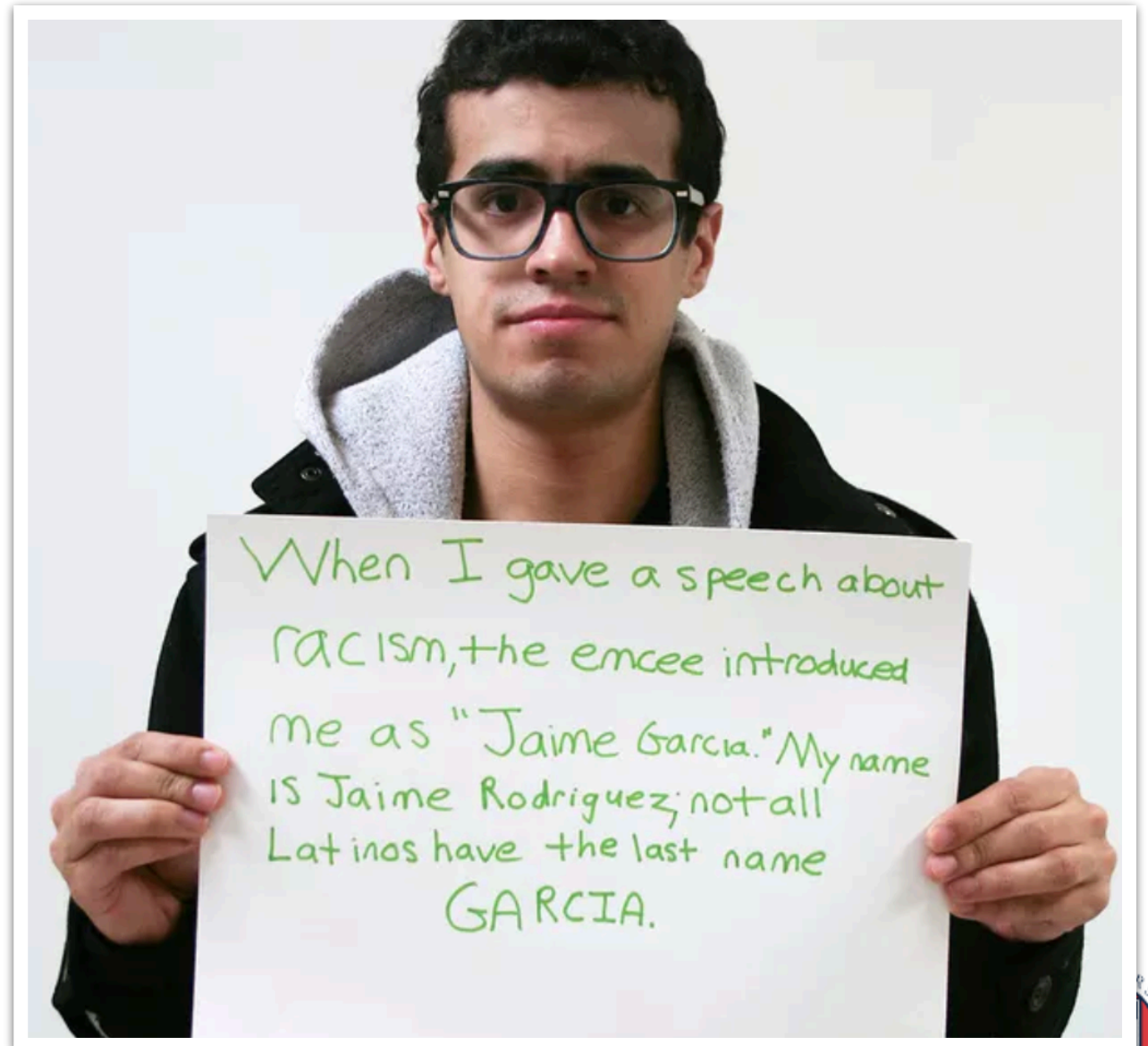
How about:
“She got the job because
she’s a woman”
?

Get yourself some
perspective.



“Immigrants are taking our jobs”

Get yourself some perspective.



Just because I'm
up here talking
about micro-
aggression

Doesn't mean I'm an
expert.



Thankfully we have a BoF at ISC

“Retaining the advantage
of a diverse HPC
workforce: How to deal
with microaggression.”

When: Wed 27 Jun 2018
11:30-12:30



Thank you for listening

And if you take anything away from this talk, please let it be:

- No-one's perfect
- Stop telling yourself you are good. Challenge that belief.
- It's not about political correctness. It's about being decent.

