

HOW WORKPLACE MICRO-AGGRESSIONS IMPACT MENTAL HEALTH WITHIN BIPOC COMMUNITIES



Workplace microaggressions are subtle behaviors that affect the mental and emotional health of members of marginalized groups. It can include behavioral, verbal or environmental actions that appear as overt discrimination, prejudicial behavior, abuse or harassment. In many cases, dealing with these aggressions on a daily basis can cause stress, anxiety and even depression in and out of the workplace.

3 TYPES OF MICROAGGRESSIONS TO RECOGNIZE



MICROASSAULTS

Includes indirect put-downs, belittling or bullying behavior, slurs said to others related to religion, sexuality or cultural norms, or other language or actions that signal to the marginalized group that they are inferior. If not addressed, these actions can cause people to become anxious in work settings and even depressed outside of work.



MICROINSULTS

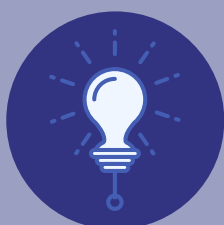
Includes comments often seen as a compliment in the eyes of the person who said it but is actually a direct insult to the person who receives it. Having to manage daily microinsults in the workplace can be very uncomfortable, stressful and create an anxious work environment.



MICROINVALIDATIONS

Includes comments or actions that dismisses the experiences of marginalized group members. It can sound like, "I don't see color," when in reality, minorities sees this as very much a part of their personhood or how they identify themselves as a person. Having to navigate daily invalidations in the workplace can cause extreme depression if not addressed.

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