

ARJ: Case Study – Staff Meeting Microaggression

After your equity audit, you are in a meeting with other UniServ Directors, management, and associate staff, and governance. The meeting includes a discussion about the organization's revamped hiring practice. The process will discontinue an interview with local leaders and the individual candidates to determine which candidate will "be a good fit". The equity audit indicated that the use of this interview to determine "fit" from a panel of pre-qualified candidates who have met all of the qualifications for hiring could allow bias into the selection process.

During the discussion at the statewide meeting, it is clear that not everyone is comfortable with the local/cluster/region having a more limited say in who becomes their UD based on the new hiring practice. A UD says, "nobody who talks like that and looks like that would be able to work with my local leaders. They should have the final say in who they want for their UD".

Table Work: From your perspective (affinity group identification)

1. Identify the problem or problems posed by the comment
 - a. What does this scenario look like if you are an Actor?
 - b. What does this scenario look like if you are an Ally?
 - c. What does this scenario look like if you are a coconspirator?
2. Take stock of varying perspectives
 - a. Think about how this scenario affects you personally?
 - b. In turn, how does that inform your response?
 - c. Imagine how this scenario impacts you if you are BIPOC, a person who grew up in poverty, identify as non-binary, are transgender...
3. Consider possible challenges and opportunities
 - a. Think about how you would respond to this comment?
 - b. Think about how you could address this comment? Or could you?
4. Imagine equitable outcomes
 - a. Think about how this scenario would look if you were a white presenting person/BIPOC person.
5. Brainstorm immediate-term response
6. Brainstorm longer-term policy and practice adjustments
7. Craft a plan of action
 - a. How could this be addressed through bargaining?
 - b. How could this be addressed through local leader training?
 - c. How can the affiliate be better prepared to address the impact of racist acts on staff members?