

# Hate incidents and Microaggressions

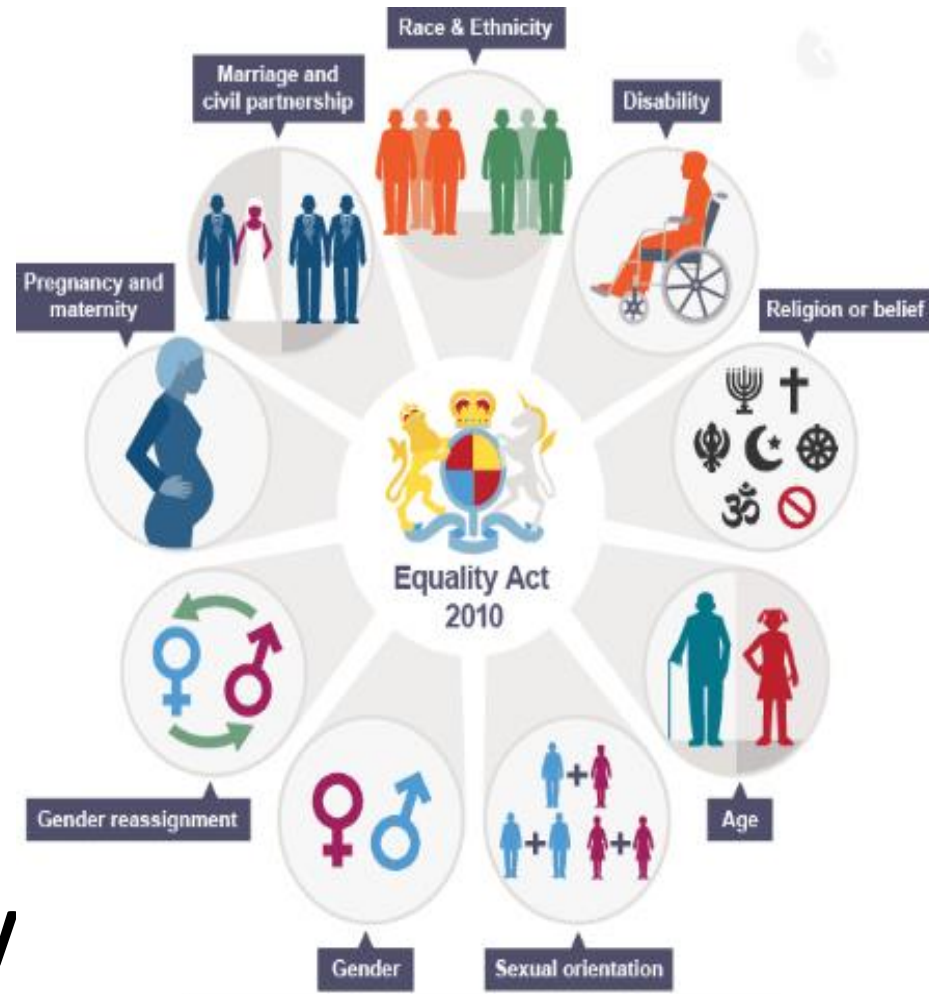


# Hate Crime

# Equalities Act 2010

## 9 Protected Characteristics

- Race
- Disability
- Religion or Belief
- Age
- Sexual Orientation
- Sex
- Gender reassignment
- Pregnancy and Maternity
- Marriage and Civil Partnership



# What are **Hate Incidents**?

Something is a hate incident **if the victim or anyone else thinks** it was motivated by hostility or prejudice based on one of the following things:

- **race**
- **religion**
- **sexual orientation**
- **transgender identity**
- **disability**



This means that if **you believe/perceive** something is a hate incident we will recorded it as such.

# Language Matters

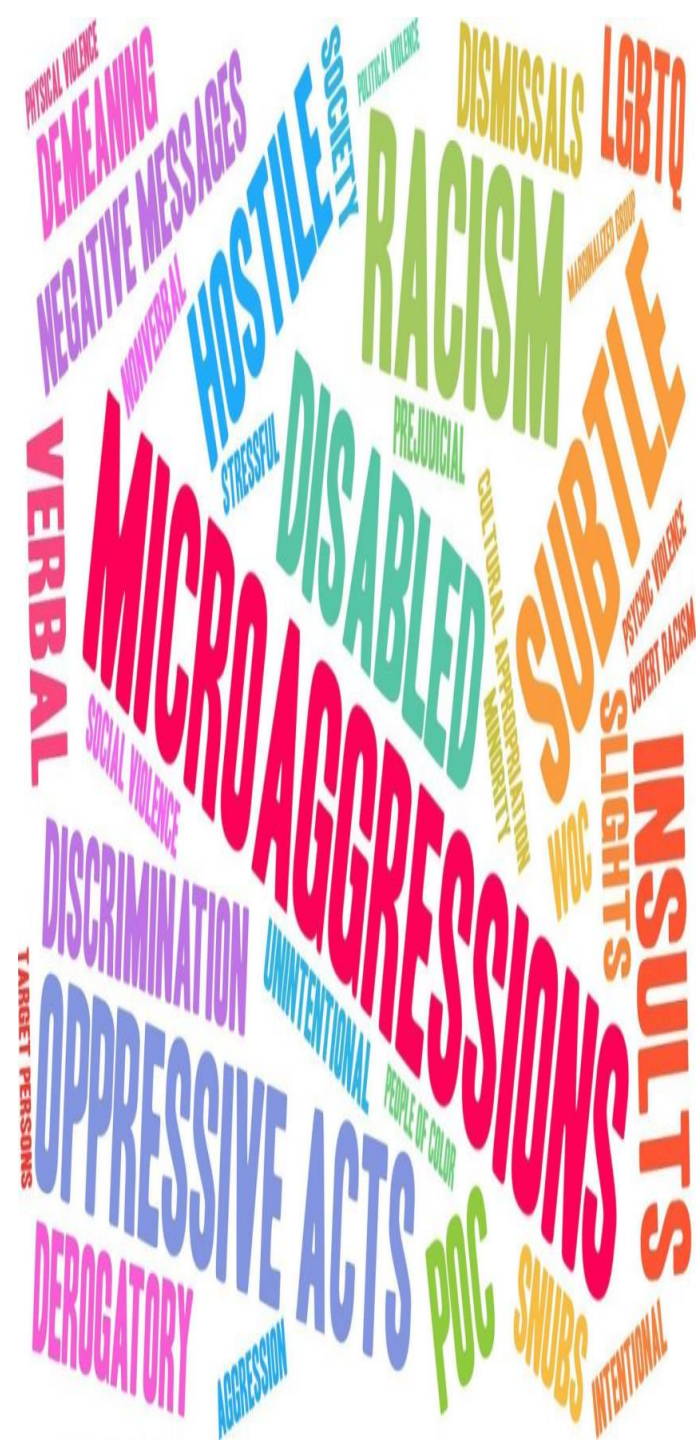
# Micro-aggressions:

the precursors to hate incidents

## Definition

‘a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalised group such as a racial or ethnic minority’

We all need to be alert to this and challenge it when we see it.



# RACIAL MICROAGGRESSIONS

Where are you from? Where are you really from? No, where are you really really from?

What are you?

You speak English so well.

You're not like other Muslim people.

**RACIAL**  
**MICROAGGRESSIONS**

What do your people think about that?

You don't act like a normal Black person.

You're really pretty, for someone so dark.

Why do you sound so White?

Your name is too hard to pronounce, can I call you Mary?

# Disability Micro-aggressions



"You have a mental disability? You seem perfectly normal to me."

**That's not their autism, they know what they are doing, they are naughty**

**They've only got a good grade because you were helped**

**I think Down's Syndrome students are so cute**

**'I'm really OCD about my files' or 'I'm totally dyslexic today'.**



# Gender Micro-aggressions

Toys Don't Have a Gender



I Just Want to Play



NOT A JOKE  
MIZLER

The Choice is Mine

IT BETTER  
P.R.O.

That's a boys/girls subject

Telling sexist jokes/memes saying "its just a joke".

Can I have three boys to help move this...

Your such a 'girl' to a boy.  
'Man up'

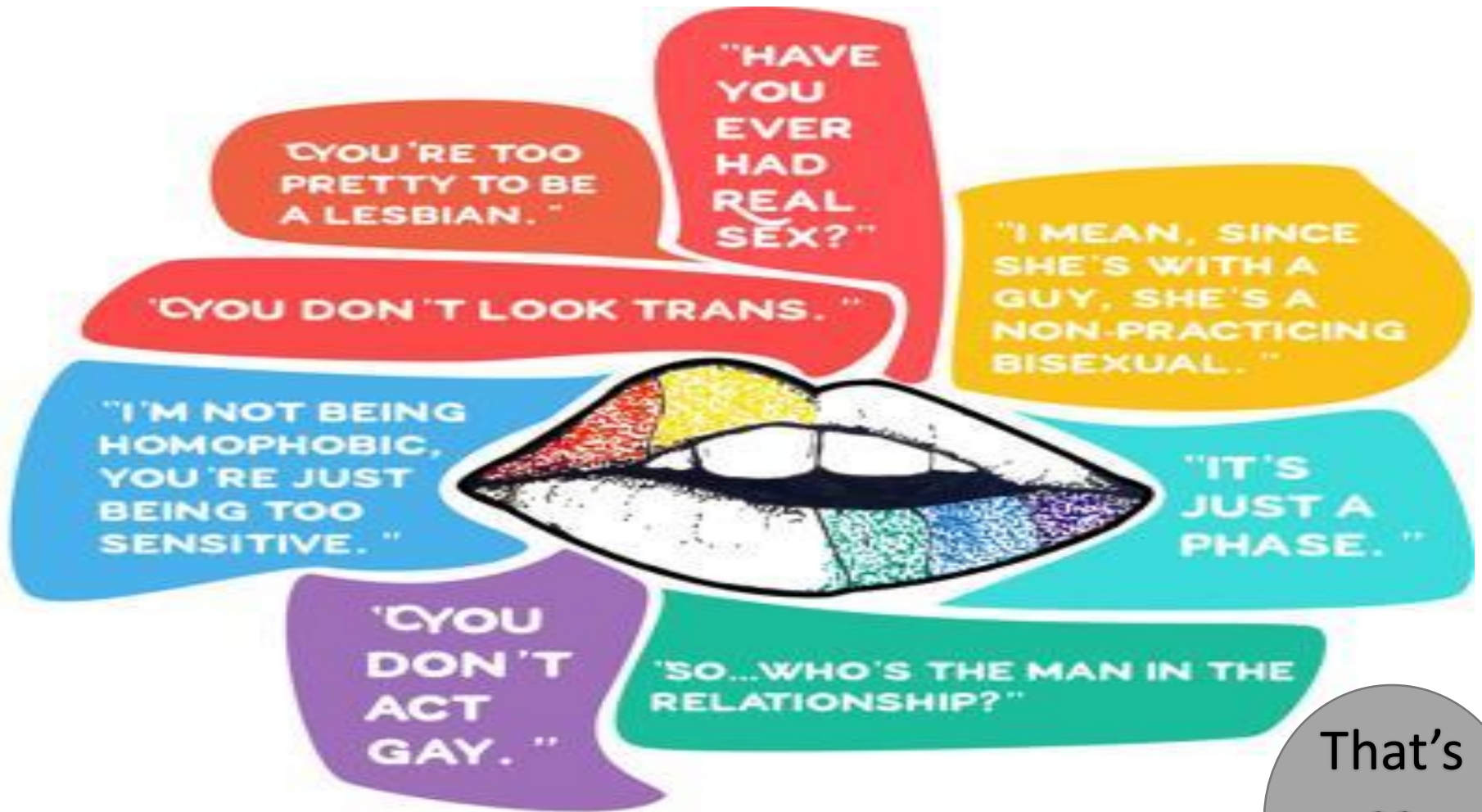
Objectifying women/men – referring to their physical attributes in public

'Big girl's blouse'  
'You throw like a girl'

Opinions from girls/women not valued as much

Outstanding achievement by inspiring young minds

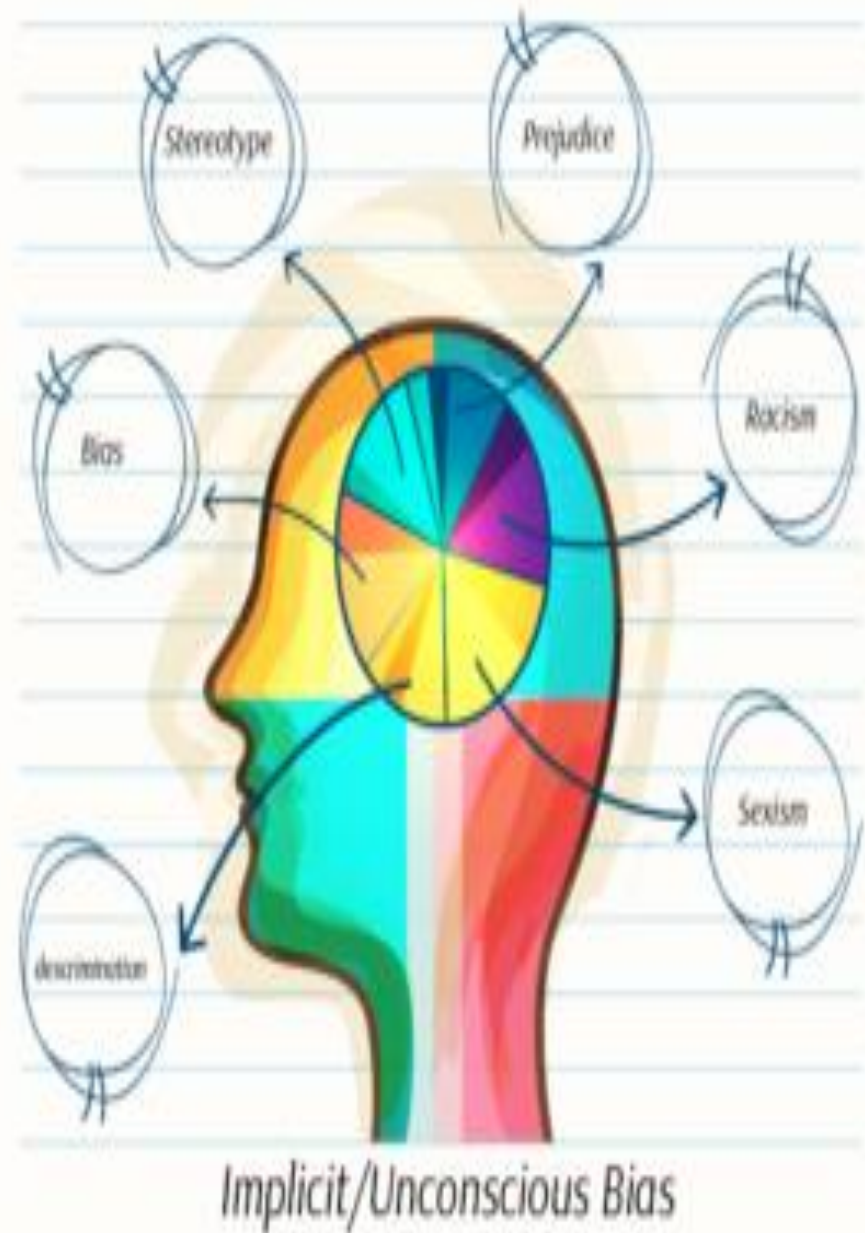
# Sexuality/Identity Micro-aggressions



That's  
so  
Gay!

Outstanding achievement by  
inspiring young minds

# Unconscious Bias & Unexpected Connections





- **Conscious:** Aware of something, noticing thoughts
- **Unconscious:** Not actively thinking about
- **Subconscious:** Happening in a part of the brain that you are not aware of
- **Stereotype:** A belief about certain types of people
- **Assumptions:** Deciding what the answer to something is going to be before it is worked out
- **Prejudice:** Pre-judge someone before you know them

# Unconscious Bias

- Our biases can make us judge people without knowing them
- It can make us believe our friends over other people
- It can make us not want to work with some people
- It can make our lives more difficult and often leads to unfair treatment



# Metacognition



Thinking about your thinking: awareness and understanding of one's own thought processes

# What Can I Do?

Listen, Believe, and Acknowledge

Challenge and Counter Stereotypes

Become a Scientist of Your Own Behavior

Be Aware and Understand the Impact

Assess Your Relationship with Outgroups

Check the Context of Information

Be an Active Bystander