

# MICROAGGRESSION WORKSHOP

**Presented by: Delia Joseph and Karen Ridd**  
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## SUMMARY

Microaggressions are subtle insults made to communicate disparaging messages towards marginalized groups. These are informed by prejudice, attitudes, beliefs, and discrimination that often go unnoticed, yet have adverse effects. In this three hour, interactive zoom training, taught by Delia Joseph and Karen Ridd, participants will learn to reduce, identify and address microaggressions. Participants will be given a small amount of 'homework' to do prior to the session, as well as a training manual for use during and after the session and many options for follow-up resources. Trainers will make use of current research in the field, brief videos and personal reflections to build a safe and engaging learning environment.

## COMPANY/FACILITATOR INFORMATION

Delia Joseph created the Improveology practice in 1999 with the goal of helping participants empower themselves and discover evidence of their self-worth. In June of 2020, Delia was approached by staff of the Respect, Diversity and Inclusion Office of the BC Institute of Technology (BCIT), who knew of Delia's work as a mediator with the Manitoba Human Rights Commission. BCIT wanted Delia to deliver an online training in "Recognizing and Dealing with Microaggressions in the Workplace." Delia accepted the contract, and then approached her friend and colleague Karen Ridd (Teaching Associate Professor in Conflict Resolution and International Development Studies at Menno Simons College of the Canadian Mennonite University, a college affiliated with the University of Winnipeg) with a proposal for collaboration.

As a Black woman, a mediator, coach and trainer, Delia brings significant lived experience of dealing with microaggressions, and anti-Black racism in particular. Delia invited Karen (white, settler) to speak about White Privilege. Karen sees her work on dismantling racial injustice as part of a lifetime commitment to trying to live her allyship and undo the existence of privilege. One early step on Karen's journey was when she caught a Greyhound in 1987 to travel from Winnipeg to Waveland Mississippi, in order to participate in a month-long anti-racism training, under the joint leadership of the People's Institute for Survival and Beyond, and the Southern Christian Leadership Conference.

The original 'one workshop' that Delia and Karen led in summer 2020 for BCIT has blossomed through word-of-mouth into 8+ workshops, including workshops adapted for the school of Specialty Nursing, the Learning and Teaching Centre, and the International Center. Delia and Karen are honoured that each workshop that they have offered has led to further contracts; this is true for BCIT, but also for every client with whom they have worked.

## **DESCRIPTION OF SERVICES PROVIDED**

Delia and Karen deliver their well-researched, 3 hour training sessions via zoom, utilizing interactive exercises, storytelling, small groups, PowerPoint and video presentations. Prior to the training, participants receive a package that includes a manual as well as 'homework' to be done in advance (the Harvard Implicit Bias test, and two videos). After the training, participants receive the updated slide deck from the session, including 3 slides that they have had a role in creating, as well as a lengthy list of links to resources on a variety of related topics so that participants can keep working on undoing their biases. The size of the training is intentionally kept small, so as to facilitate the creation of a safe space for personal exploration and disclosure. Delia and Karen also consider the time immediately after the training to be an integral part of the session; participants have the opportunity to stay online for more informal discussion and Question and Answer time.

## PROJECT TEAM

Delia and Karen have equal responsibility for the design, creation and implementation of trainings. The stories that they share, however, are dissimilar: Delia shares stories of her lived experiences of anti-Black racism; Karen shares stories in which she acknowledges her White Privilege and gives examples of how that has manifested in her life and actions. It's a highly collaborative partnership in which Delia hosts the training, and Karen runs the tech side of the event.



Karen Ridd

Delia Joseph

## LIST OF CERTIFICATIONS:

Both Karen and Delia are graduates of the University of South Florida MUMA School of Business Diversity, Equity and Inclusion in the Workplace certificate program.

### **Delia Joseph:**

Certified Professional Life Coach (Coaches Institute International), Executive Coaching Certification (Continuing Coaching Education/International Coach Federation), Certified Divorce Mediator (Facilitated Solutions), Certified Mediator (Mediation Services of Winnipeg), Certification in Conflict Resolution (Mediation Services).

### **Karen Ridd:**

BA (Hons), MA (Peace and Justice), Certified Mediator (Mediation Services of Winnipeg).

## EXPERIENCE

Delia Joseph is currently a Mediator at the Manitoba Human Rights Commission. In her current role, she facilitates the resolution of complaints alleging discrimination between Complainants and Respondents. Delia Joseph is an Associate in the private practice of Dr. S. Lavack. In this work Delia coaches private clients as well as clients from organizations such as the RCMP, the Winnipeg Police and the Canadian Military. Her work consists of helping people heal from trauma, included trauma from sexualized and racialized oppression. Additionally, Delia has led half-day anti-racism workshops using the film *The Color of Fear*.

## EXPERIENCE

Karen Ridd has been an Associate of Training for Change (Philadelphia) since 1994 (<https://www.trainingforchange.org/>), an Associate Trainer with Mediation Services since 1996, and an instructor in Conflict Resolution and International Development Studies since 1997. Karen is committed to working from an anti-oppression lens.

The workshops that Delia and Karen have been facilitating in “Dealing with Microaggressions” have deliverables that are very similar to those stated by Ryerson, albeit with an orientation towards other forms of oppression, in addition to anti-Black racism. Delia and Karen are very experienced, however, in adapting their material to the needs of their clients: for instance, for Manitoba Hydro they have emphasized anti-indigenous oppression; for BCIT Specialty Nursing the emphasis has been the impacts of microaggressions in health care settings. For Ryerson, Delia and Karen propose continuing with the microaggression focus, but with an increased emphasis on anti-Black racism.