

Addressing Microaggressions Rubric

Research Recommendation(s)

A *microaggression* is defined as verbal, behavioral, or environmental embarrassment that sends hostile and hurtful messages to people of color (Hammond, 2015). When teachers perceive students negatively due to their academic performance, as shown in the example, the microaggressions can impact students' perceptions of themselves and their abilities. Therefore, the correct or most desirable option is:

D. "Nori, I noticed what the teacher just said to you may have hurt your feelings. Would you like to talk about it?"

The above strategy seeks to acknowledge the microaggression and harmful actions of the teacher. This response invites the student to share how she is feeling so that the student is able to process and respond to the incident. If the tutor feels empowered to advocate for the student a separate conversation with the teacher may also be appropriate. It is important to address microaggressions and hold each other accountable for their actions. This maintains a culture of mutual respect.

Research Recommendation

Microaggressions can occur when teachers or tutors misinterpret differences in culture as deficits in students' ways of knowing and being (Hammond, 2015). This harmful practice can have lasting impact on the students and how they perceive themselves and their abilities in academic settings. Therefore, the correct answer to (8) is below:

A. "Nori, you speak so proper!"

Conclusion

The ability to understand what a microaggression is will provide tutors with skills to identify and address microaggressions that occur during tutoring sessions. Additionally, awareness of how microaggressions show up in everyday life may serve to prevent tutors from causing harm by enacting this behavior while working with students. Therefore, the correct or most desirable response to question 10 is below.

C. "Ashley, that is not how we support each other in this learning community. Please apologize to Omar."

The above strategy seeks to acknowledge the microaggression and harmful actions of Ashley, while creating space for Ashley to apologize to Omar and repair the harm she caused.

This module explored what a microaggression is, how microaggressions influence student's mindset, and provided tutors strategies to help students handle microaggressions when they occur in tutoring settings.

Correct “predict” MC options:

D. “Nori, I noticed what the teacher just said to you may have hurt your feelings. Would you like to talk about it?”

C. “Ashley, that is not how we support each other in this learning community. Please apologize to Omar.”

Predict Responses

The ideal tutor response should acknowledge the microaggression and provides support to the student (either giving the student space to talk or facilitating an apology(in the case of Omar)

Correct (1): Tutor acknowledges the microaggression and/or encourages students to support each other (e.g., apologizing to Omar *)

* Asking for an apology was scored as a correct response, however, the effects of prompting for an apology when addressing microaggressions is not known by researchers developing this work.

Incorrect (0): Tutor does not acknowledge the microaggression or does not provide any support (to address the student’s feelings).

9. What exactly would you say OR how exactly would you respond in order to address the microaggression Omar just experienced?

Tutor response:	Rationale
Nothing is too difficult if you decide you want to do it Nori. You are capable.	0
Do want to talk about what the teacher said to you?	0 (Yes/no question, for consistency always 0)
I would enquire about why they are feeling sad	0
Nori, I heard what your teacher said about the exit ticket. It's okay to find problems challenging. Let's work on it together during our session. Your efforts are important, and I'm here to support you.	1 (Could be 0, Does it call attention to the microaggression?)
Nori, I noticed what your teacher said to you could have been upsetting and I am here if you would like to talk about it.	1
I would say to the teacher (in private, after class) that it is not appropriate to say those kinds of words to the student, and I would tell the student that just because the teacher said the problem is too difficult for Nori doesn't mean she's right.	0 (initially we both thought 1, but this response does not help the student and it does not call out the microaggression)

Correct “explain” MC options:

A. Acknowledging the student's feelings and naming the microaggression, the teacher's comment, will provide an opportunity to address the microaggression.

A. Addressing Ashley's microaggression holds her accountable for her actions and maintains a culture of mutual respect.

EXPLAIN RESPONSES:

Tutor responses need to: tutors should explain the tutor's rationale for their predict response

Correct (1): The response demonstrates that the tutor understands how to recognize and acknowledge microaggression based on the research-recommended best approach.

Incorrect (0): The tutor responses do not recognize that the tutors understands that they should acknowledge microaggressions.

Explain:

Tutor response:	Rationale
Telling the student she is capable of solving the problem will boost her confidence and addressing the problem will help to boost the students emotional status.	0
Acknowledging the student's feelings and naming the microaggression, the teacher's comment, will provide an opportunity to address the microaggression.	1
This approach will acknowledge the microaggression because it directly addresses Nori's feelings and opens up a supportive dialogue. By acknowledging that the teacher's comment may have been hurtful, it validates Nori's experience and gives her the opportunity to express her emotions. This approach shows empathy and care, demonstrating that her feelings are important and that she is supported. It also sets the stage for discussing the impact of such comments and providing reassurance that her abilities are valued.	1
It encourages the student to work on the problem.	0
We don't know if Nori can solve the math problem or not, and it is not right for the teacher to assume that without her trying. We should see if the microaggression affected Nori.	0

