

**INTERRUPTING BIAS**  
in the faculty search process

# Interrupting Bias in Faculty Searches



*a film & facilitation guide*

# Examples of Micro-Aggressions & Solutions

## Micro-aggressions

Everyday acts of exclusion against underrepresented groups that attempt to denigrate their capabilities

- Interruptions:
  - Talked over, not allowed to finish one's thought
- Translations
  - Another person thinks your ideas need to be translated for the group to understand
- Misidentifications
  - Called the wrong name or have your name repeatedly mis-pronounced
- Exclusion
  - when one is ignored and left out of networks
- Marginalization
  - one's contributions are ignored or discounted

## Micro-support

- Provide our full attention
- Acknowledge each other's contributions
- Recognize strengths
- Respectfully ask questions for clarification
- Hold each other accountable when we see micro-aggressions
- Break the silence