

Breakout Activity

Microaggressions to Micro-affirmations

Microaggressions	Micro-affirmations (Write/discuss in first-person as a supervisor)
"Everyone struggles with balancing work and family" (May dismiss the supervisee's specific challenges as a single parent or caregiver in a marginalized community).	"I want to acknowledge that your experiences may differ from others. Tell me more about how you think your personal context impacts your work and learning."
Insisting on therapeutic models that are rooted in Western ideals, such as individualism, without considering their applicability.	
Failing to acknowledge the inherent power differential in the supervisory relationship	
Using incorrect pronouns or dismissing the importance of a supervisee's or client's gender identity by saying, "I'll try to remember, but it shouldn't be that big of a deal."	
Telling a supervisee that their focus on social justice is "admirable but not practical for clinical work"	