



**MICROAGGRESSIONS:** “Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group” Sue, DW (2010) *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*.

**Examples:**

- ◆ Introducing a woman with an advanced degree by her first name in a professional setting
- ◆ Denial of the reality of sexism and racism by questioning the credibility or validity of the stories of those who speak up
- ◆ Accusing someone of being too easily offended or over-reacting when speaking out about injustices and bias, denying their individual life experiences
- ◆ Assuming an Asian-American or Latino-American person is foreign born, asking them where they are “really from”
- ◆ Restricting women to gendered roles, such as asking women to plan social events while assigning men to tasks with higher importance or making assumptions based on a woman’s role as a mother about her desire or ability to attend an event or conference
- ◆ Using double standards. For example, a woman is considered too assertive or too aggressive when she has strong ideas or performs leadership tasks with decisiveness
- ◆ Using unnecessary qualifiers, “She’s an excellent *female* surgeon.”
- ◆ Invisibility: Excluding “others” from networking activities, or maintaining eye-contact with the men in a group during conversations while limiting eye-contact with women in the group
- ◆ Propagating second-class citizen status through comments about age, clothing or appearance, images in slide presentations that promote stereotypes, talking over and interrupting
- ◆ Use of labels and language that disparage a particular group

**MICRO-AFFIRMATIONS:** Apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed Rowe, M. (2008). *Micro-affirmations and micro-inequities. Journal of the International Ombudsman Association*.

**Examples:**

- ◆ Make an intentional effort to consider who is not included and reach out to them
- ◆ Recognize and validate the experience and ideas of others
- ◆ Act as an ally, sponsor or mentor to someone in an under-represented group
- ◆ Respect differences of opinion and diversity of thought
- ◆ Ask for clarification
- ◆ Active listening
- ◆ Acknowledge when a micro-aggression may have occurred
- ◆ Confront inequitable, hostile or biased behavior

Want to explore your own biases? Take an implicit association test (IAT) at Harvard’s Project Implicit®:  
<https://implicit.harvard.edu/implicit/takeatest.html>

**GLOSSARY:**

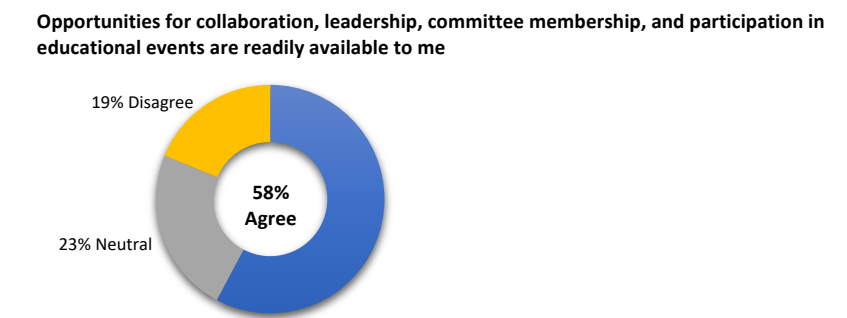
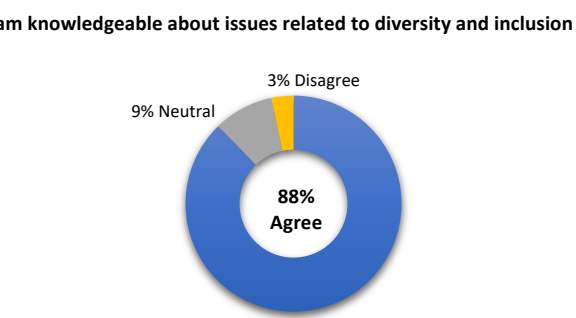
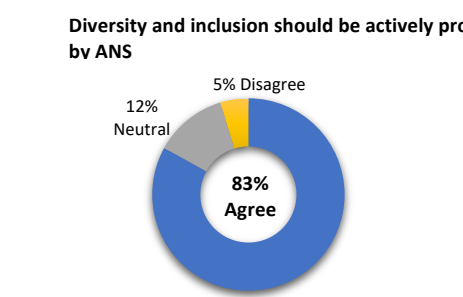
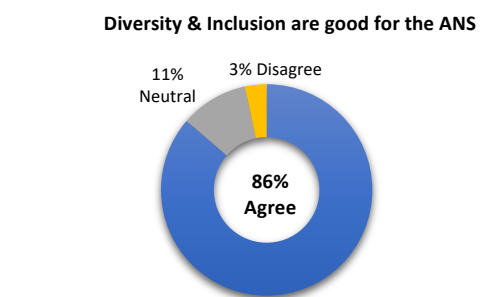
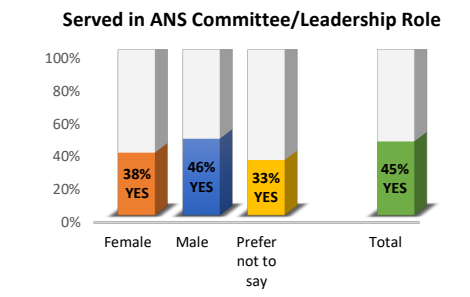
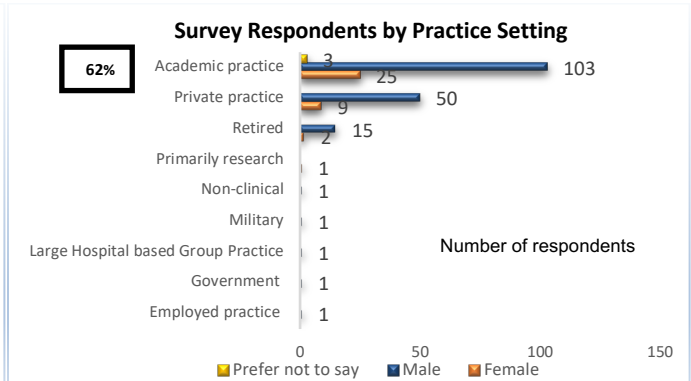
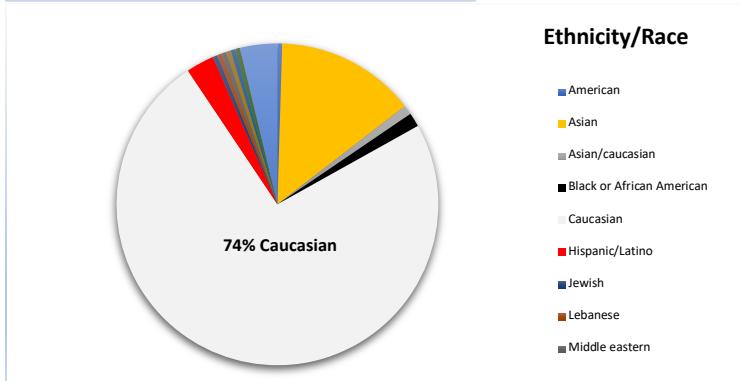
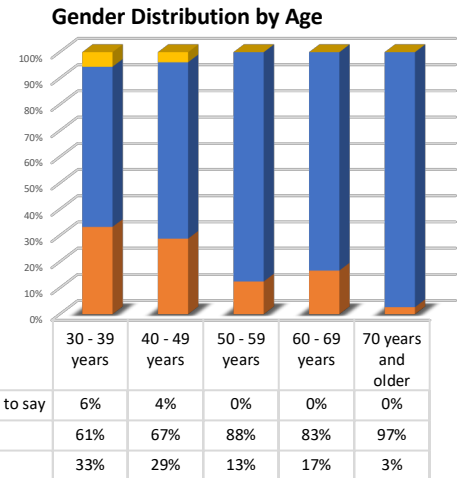
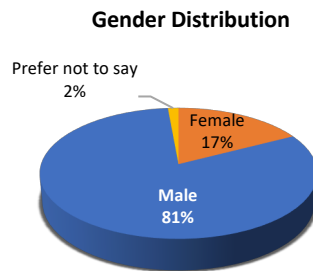
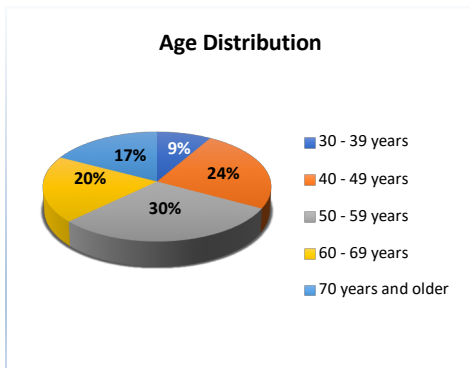
**Diversity:** *Understanding, accepting, and valuing differences between members of different races, ethnicities, genders, ages, religions, disabilities, sexual orientations, education, skill sets, region, and practice environment.*

**Inclusion:** *Collaborative, supportive, and respectful environment that increases the participation and contribution of all members.*

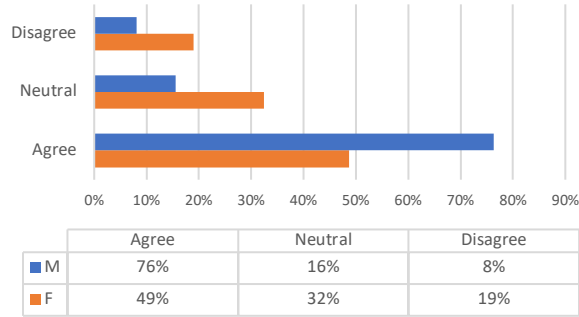
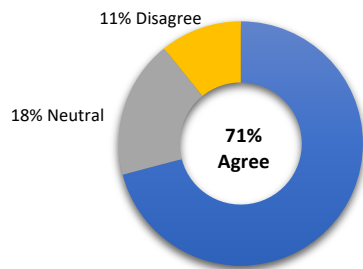
# 2018 ANS DIVERSITY & INCLUSION SURVEY

In 2018, the ANS leadership formally committed to promoting diversity and inclusion within its membership and educational activities. The goal of the recent Diversity and Inclusion survey was to understand the changing demographics of our membership and to seek feedback on diversity and inclusion efforts over the past year. This information will be used to guide future efforts.

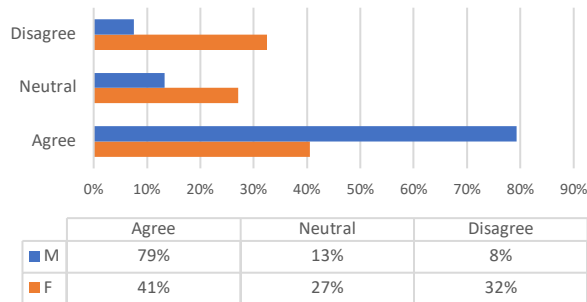
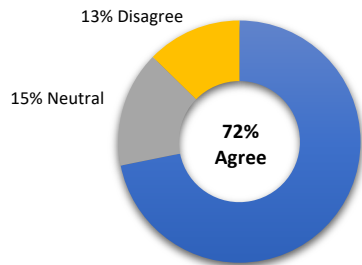
The survey was sent to 577 members. 213 responses were received (36.9% response rate). The following is a summary of the data collected.



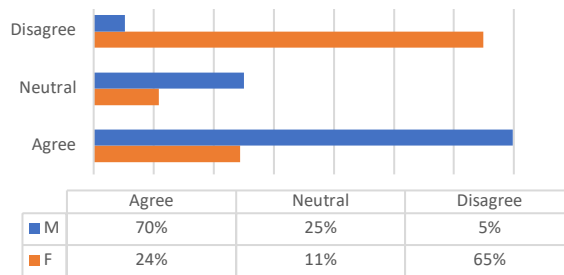
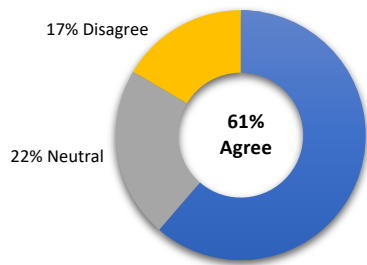
**The process of selecting committee members is based on individual qualifications, expertise and ability to contribute**



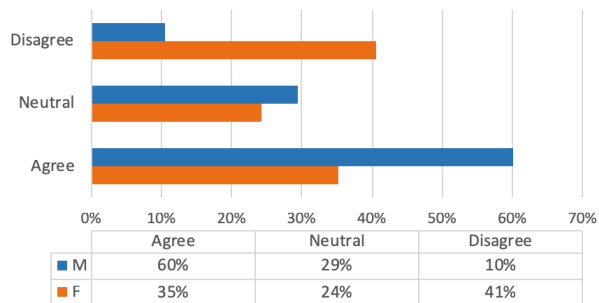
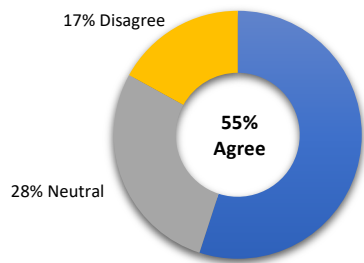
**The process of selecting speakers and panel members is based on individual qualifications, expertise and ability to contribute**



**Gender diversity is fairly represented in educational events sponsored by the ANS**



**Diversity in fellowship training background is fairly represented in educational events sponsored by the ANS**



**Diversity in ethnicity and race is fairly represented in educational events sponsored by the ANS**

