

Appendix

Workplace Microaggression Inventory (WMI)

DIRECTIONS: Read each of the following descriptions of microaggressions in the academic workplace. For those that you have **EXPERIENCED** (as the aggressor or victim), place an **X** in the **EXP** column; for those that you have **OBSERVED**, mark an **X** in the **OBS** column. You may mark one or both columns for any item. Add the number of **Xs** in each column to determine your score.

MICROAGGRESSION:

Group Meetings

	<u>EXP</u>	<u>OBS</u>
1. White male professor interrupts to clarify what the African-Am female professor was saying, putting down or dismissing her contribution with a condescending tone.	___	___
2. As a White female professor is speaking, a White male professor interrupts to explain something to the professor that she already knows (aka “mansplaining” or “womansplaining”).	___	___
3. Latina professor raised her hand in a faculty meeting, and her question was ignored by the chair.	___	___
4. During a discussion or Q & A, the chair ignores and does not call upon underrepresented faculty members or staff to contribute.	___	___
5. The committee chair continues to mispronounce the African-Am, Latinx, Russian, etc. names of faculty or staff after they have been corrected or makes up easier names to pronounce.	___	___
6. When an African-Am female or other underrepresented professor contributes, her ideas are automatically dismissed and discredited by another professor.	___	___
7. As an African-Am or Asian professor is speaking, the faculty chair or dean is paying no attention, looking down, reading something, with no eye contact. No reaction or feedback is given to the speaker. The chair promptly moves on to the next agenda item.	___	___
8. An idea presented by an African-Am male or female professor is claimed (aka stolen) by a White professor in a subsequent meeting (aka “bropropriated” or “sispropriated”).	___	___
9. An underrepresented professor or administrative staff is singled out and called upon to provide the African-Am, Latinx, Asian, female or gay perspective on academic issues (aka “spokesperson pressure”) in committee discussions.	___	___
10. Muslim, gay, or African-Am female professors are not invited to grant meetings to be included in a proposal within their areas of expertise.	___	___
11. Meetings are scheduled during the religious holidays of Jewish and Muslim faculty so they can’t attend.	___	___
12. African-Am faculty and staff are made to feel uncomfortable and unwelcome at the department retreat where they are not permitted to raise questions or participate in certain activities.	___	___
13. African-Am or Latinx administrative assistants are excluded from departmental meetings where decisions are made that affect everyone in the department.	___	___
14. Underrepresented nontenured faculty and staff are discouraged from speaking in meetings they are required to attend.	___	___
15. At a retreat, a White male heterosexual changes his seat to not sit next to an LGBTQ or PWD.	___	___
16. The chair ignores professor-to-professor or professor-to-staff microaggressions that occur in discussions on different topics.	___	___

Individual Office Meetings

17. White professor sets the thermostat to an uncomfortably high or low temperature to reduce the meeting time with an African-Am professor.	___	___
18. White male professor creates physical distance and separation with his desk when he meets with LGBTQ faculty or staff.	___	___
19. White female professor mentor is repeatedly late to meetings with her mentee instructor or TA of color.	___	___

CONTINUED

<i>Official and Social Events</i>	<u>EXP</u>	<u>OBS</u>
20. Latinx or African-Am professors are shunned or made to feel uncomfortable at holiday parties for holidays they don't observe.	___	___
21. LGBTQ faculty and staff are not invited to social events, such as holiday parties and cook-outs, at faculty homes.	___	___
22. African-Am junior faculty or administrative assistant is not invited to lunch with other faculty.	___	___
23. A female instructor comments to the female associate dean: "You dress so conservatively. Loosen up a bit."	___	___
24. University chaplain presents opening and closing Christian prayers at convocation, dedication, awards ceremony, and commencement to both Christian and non-Christian employees and guests.	___	___
25. All of the buildings are named after the White male, rich alumni or past college presidents.	___	___
 <i>Casual Encounters</i>		
26. Walking down the hall, a Boomer professor passes a Net Gener instructor and says "Good Morning!" or "Hi, how's it going?" Net Gener makes no eye contact and completely ignores Boomer.	___	___
27. The White male professor doesn't hold the door open to the building entrance or classroom for any female colleague.	___	___
28. White female professor in an elevator with an African-Am or Latina administrative assistant comments that "Your hair would look so much better if it were straightened."	___	___
29. White professors continue to mispronounce the African-Am or foreign names of faculty and staff.	___	___
30. Any female professor clutches her handbag as an African-Am male colleague passes her in the hallway or stands in line behind her at the coffee bar.	___	___
31. In the elevator or elsewhere, White or nonwhite personnel stare at a female Muslim professor's or staff member's <i>hijab</i> .	___	___
32. Underrepresented faculty and administrative staff must endure inappropriate racist, sexist, or homophobic jokes.	___	___
 <i>Promotion and Tenure Review</i>		
33. Nonwhite and/or gay professors are not appointed to serve on P & T and search committees.	___	___
34. Nonwhite assistant professors have their promotions review delayed and remain in rank longer than their White counterparts.	___	___
35. Faculty members of color are assigned more classes to teach, more committees, and more responsibilities, plus have to work harder than many of their White colleagues.	___	___
36. White professor comments in a P & T meeting: "Affirmative action has turned the screws on our promotion decision for this Black candidate."	___	___
37. African-Am or female faculty member is listed as a third or fourth author on a research article when they did most of the work. When this occurs repeatedly, their list of publications can affect chances for promotion.	___	___
38. Latina assistant professor's scholarly contributions receive greater scrutiny and criticism in review for promotion than her White colleagues.	___	___
39. The research/publications of White professors are cited more frequently than those of women and minority professors, which discredits the contributions of the latter when it's time for promotion review.	___	___
40. Promotions committee communicates that a female or Muslim assistant professor is lucky to be in the department, much less promoted.	___	___

TOTAL ___ + ___

MICROAGGRESSION EXPOSURE INDEX (MEI) = 180