

Microaggressions @ VT

microaggressions.cs.vt.edu

CS 4624 - Multimedia, Hypertext, and Information access

April 28, 2016


Blacksburg, VA 24061

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Outline

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- 

Introduction

Microaggressions are seemingly harmless insults that target an individual based on their group membership.

*“Microaggressions are actually more damaging than overt expressions of bigotry precisely because they are small and therefore often ignored or downplayed, ... leading the victim to feel **isolated**” [1].*

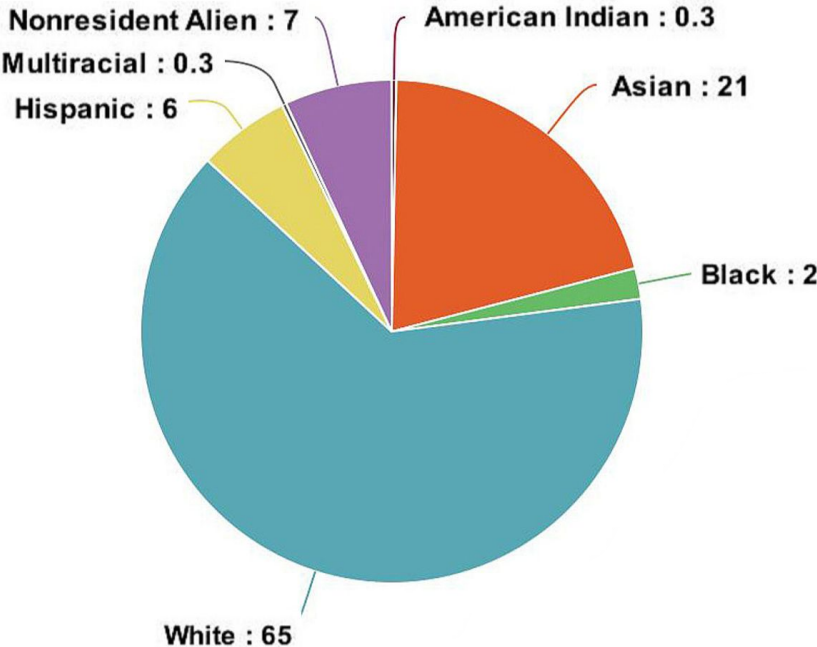
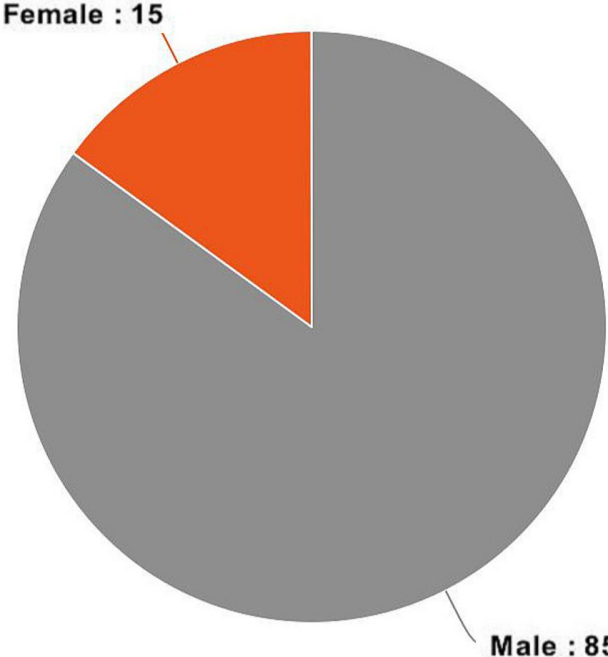
Goal: Make faculty members feel more included at Virginia Tech.

- + Faculty will feel less isolated
- + Faculty will choose to stay at Virginia Tech

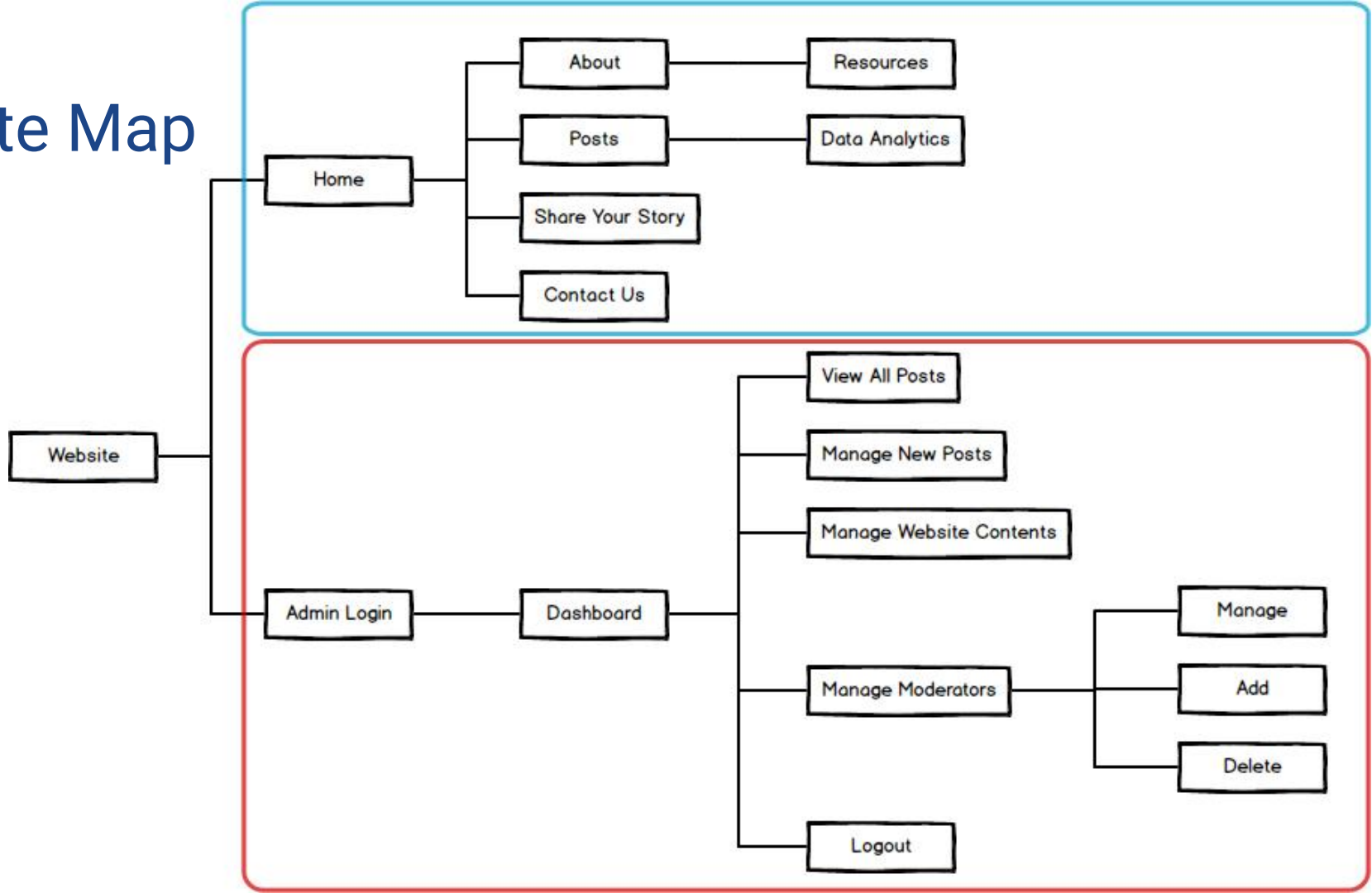
- + Improves the cultural climate of Virginia Tech
- + Increases diversity of faculty
- + Gives Virginia Tech a competitive advantage



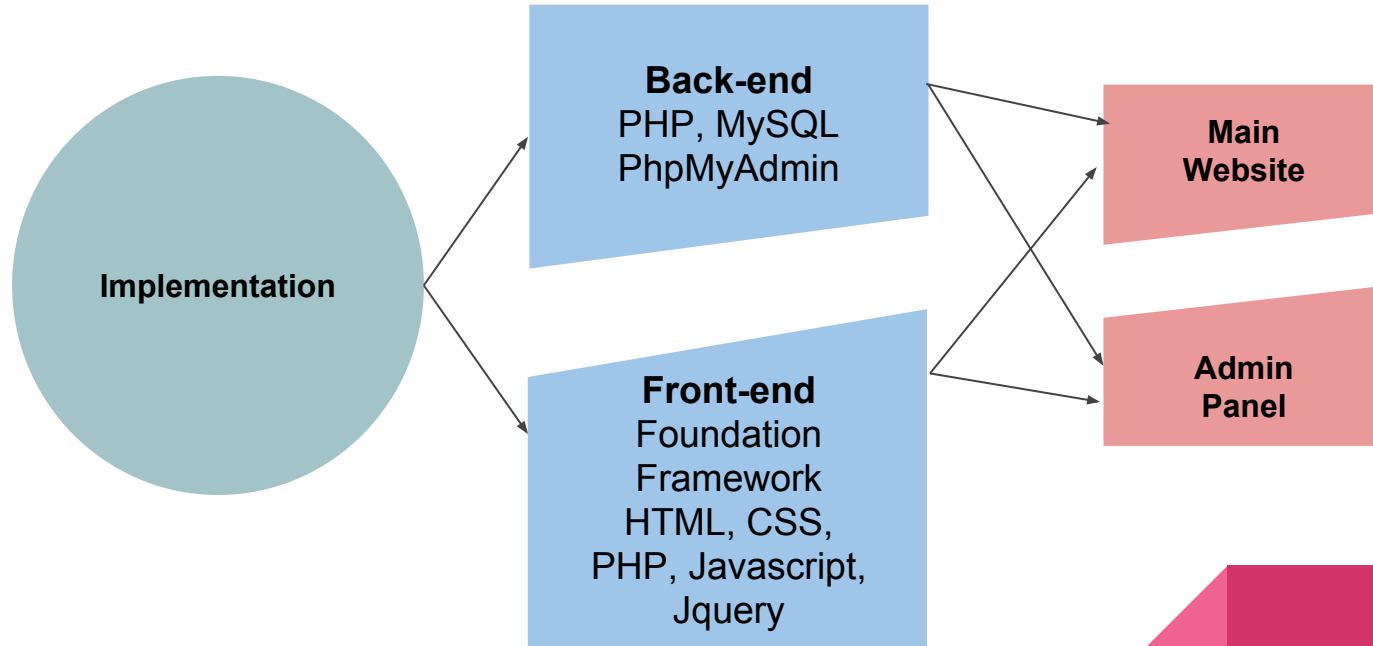
Diversity of Faculty



Site Map



Implementation Overview



Database tables

Table Name	Primary Key	Other fields
Admin	UserID	Password, First Name, Last Name, Mobile, Email, Department
Moderator	UserID	Password, First Name, Last Name, Mobile, Email, Department
Posts	Post Number	Post, IP, Time Stamp, Date, Status(Published, Flagged, New), Gender, Ethnicity, Department, Type
Templates	Name	Data
Tweets	Tweet Number	Hashtag

Technical Solutions

Share posts anonymously

- Rules for posting
- Validations
- Anonymity checker
- Security

* required field.

Gender: * **Ethnicity: ***

Select.. Select..

Select..

Female

Male

Non-Binary

Avoiding microaggression

microaggressions.cs.vt.edu/submit.php

Welcome to Facebo... Scholar : Gateway : ...

The page at microaggressions.cs.vt.edu says:

The post you are about to submit contains flagged keyword(s) that could identify you or someone else's identity. Are you sure you would like to submit this?

OK Cancel

Submission Form

* required field.

Gender: * **Ethnicity: *** **Department:**

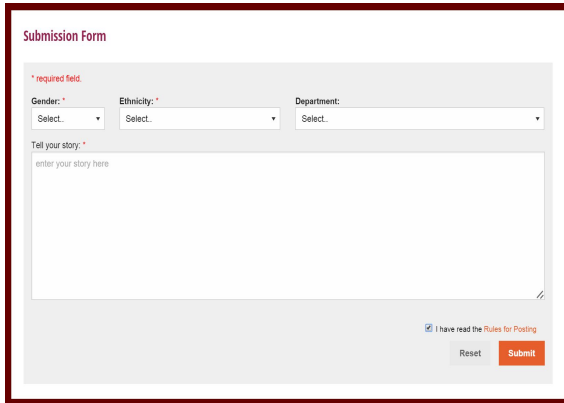
Male African Select..

Tell your story: *

In Torg 101, I was told blah

Anonymity Checker

Screenshots



Submission Form

* required field.

Gender: * Ethnicity: * Department:

Select. Select. Select.

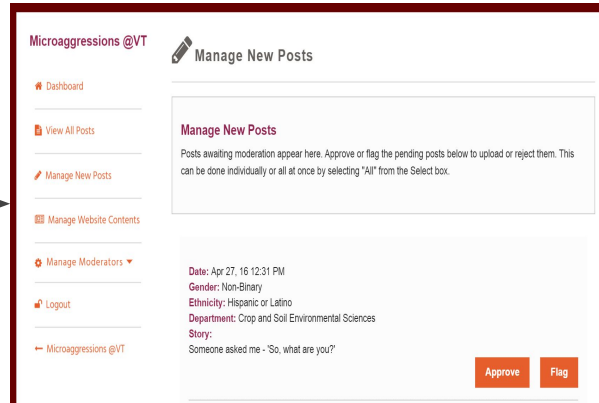
Tell your story: *

enter your story here

I have read the Rules for Posting

Reset Submit

Share posts anonymously



Microaggressions @VT

Manage New Posts

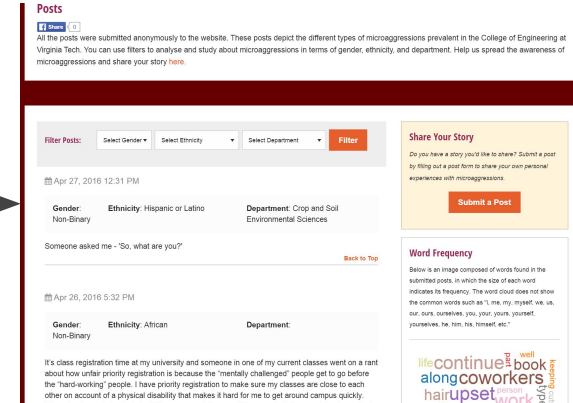
Posts awaiting moderation appear here. Approve or flag the pending posts below to upload or reject them. This can be done individually or all at once by selecting "All" from the Select box.

Date: Apr 27, 16 12:31 PM
Gender: Non-Binary
Ethnicity: Hispanic or Latino
Department: Crop and Soil Environmental Sciences
Story:
Someone asked me - "So, what are you?"

Approve Flag

- Dashboard
- View All Posts
- Manage New Posts
- Manage Website Contents
- Manage Moderators
- Logout
- Microaggressions @VT

Admin/Moderator Dashboard



Posts

All the posts were submitted anonymously to the website. These posts depict the different types of microaggressions prevalent in the College of Engineering at Virginia Tech. You can use filters to analyse and study about microaggressions in terms of gender, ethnicity, and department. Help us spread the awareness of microaggressions and share your story [here](#).

Filter Posts: Select Gender Select Ethnicity Select Department Filter

Apr 27, 2016 12:31 PM

Gender:	Ethnicity:	Department:
Non-Binary	Hispanic or Latino	Crop and Soil Environmental Sciences

Someone asked me - "So, what are you?" [Back to Top](#)

Apr 26, 2016 5:32 PM

Gender:	Ethnicity:	Department:
Non-Binary	African	

It's class registration time at my university and someone in one of my current classes went on a rant about how unfair priority registration is because the "mentally challenged" people get to go before the "hard-working" people. I have priority registration to make sure my classes are close to each other on account of a physical disability that makes it hard for me to get around campus quickly.

Share Your Story

Do you have a story you'd like to share? Submit a post by filling out a post form to share your own personal experiences with microaggressions.

Submit a Post

Word Frequency

Below is an image composed of words found in the submitted posts, in which the size of each word indicates its frequency. The word cloud does not show the common words such as "I, me, my, myself, we, us, our, look, sometimes, you, your, your, yourself, yourselves, he, him, his, himself, etc."

life continue book along coworkers hairupset work

View all approved posts on the website

Technical Solutions Contd.

❑ Data Analysis

- ❑ N-grams (bigrams and trigrams)
- ❑ Tag Cloud (D3 Word Cloud API)
- ❑ Pie Graphs (Google Visualization API)
- ❑ Filtering Posts

❑ Other Features

- ❑ Facebook Sharing (Facebook API)
- ❑ Twitter Widget - Display Related Tweets (Twitter API)
 - ❑ #microaggression, #racist, #sexist
- ❑ Search

❑ Content Management System

See what others are talking about

ScoopWhoop @ScoopWhoop 13h
#TigerShroff just dropped a #sexist suicide bomb & it looks like he won't recover any sooner:<https://t.co/x8s4zwquNx> <https://t.co/qYpZL2yISw>

James Woods @RealJamesWoods 25 Apr
But then again Dr. Pepper did write the seminal work on Climate Change and Micro Aggression Intersectionality.. <https://t.co/iveX9PKIZZM>

David A. Clarke, Jr. @SheriffClarke 23 Apr
@FoxNews <https://t.co/DebClwkt0E> Does he believe blacks should take care of whites then? Blacks now call that demeaning, a micro aggression.

Michael George, Ph.D @MGeorge_gt 1m
@realDonaldTrump you have forgotten some of the best minds come from outside US! Your policy will straggle the US. Simple. #racist #clueless

Projecttheureka LLC @Projecttheureka 4m
.@potus @fbi .@UN_DPA Dumb #racist #Ohio #GOP Bastards as . @OhioAG should know they must be CERTAIN before accusing any other ethnic Group!

Meabh Morgan @MeabhMorgan 4m
@LizK1988 @ritchyk @EnnisSinead I was highly offended and disgusted! #Sexist

Twitter Widget

Posts

Share 0

All the posts were submitted an

Admin/Moderator Dashboard

- Manage website contents (pages, twitter hashtags)
- Add or delete moderators
 - Accessible only to the admin
- Approve or flag posts

Date: Apr 27, 16 1:27 PM

Gender: Female

Ethnicity: White

Department: Entomology

Story:

I am a girl with very short hair. In class this afternoon, my substitute teacher (who's in his mid 20s) comments that he doesn't understand why girls compliment each other when they get bad hair cuts, like a "boy hair cut." The fact that he feels comfortable making this comment with me clearly in the room is not only unprofessional, but irritating and rude.

Approve

Flag

Approve or flag posts

```
<div class="microIntro">
<!-- you may edit the contents beyond this line -->
<p><!--"Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or
insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to
target persons based solely upon their marginalized group membership" -->
</p>
</div>
<div style="color: #666"><i class="fa fa-leaf" aria-hidden="true"></i>
Garibay, Juan C. Diversity in the Classroom. UCLA Faculty Diversity Web. 3 Feb. 2016 <i class="fa fa-leaf"
aria-hidden="true"></i>
</div>
<!-- end edit contents -->
</div>
```

Manage website content

Save

[Manage Moderators](#)

Add Moderators

Delete Moderators

Search

- ❑ Search from any page
- ❑ Uses MySQL “LIKE”
- ❑ Displays results on a separate page



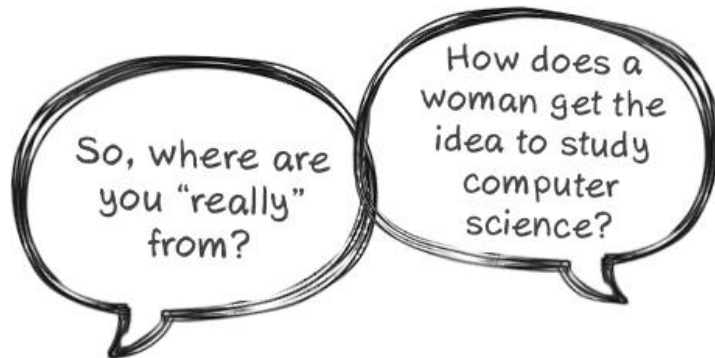
Search Results

You searched for: **sexuality**

1 post(s) found!

Conclusion

- ❑ Seemingly benign phrases that are a type of microaggressions
- ❑ University microaggressions needs to be addressed
- ❑ The negative impact of microaggressions
- ❑ Our project can also be extended to include microaggressions among students



References

- [1] Lundberg, Paula K. (2011). *Women and Mental Disorders*. Praeger. pp. 89–92. [ISBN 0313393192](#).
- [2] http://www.ic.edu/Customized/Uploads/ByDate/2015/August_2015/August_10th_2015/081015_diversity-wall-V116184.jpg

