EDIS: Behaviors that Harm
UC Berkeley | Department of Mechanical Engineering

Microaggressions
Any derogatory message that transmits a negative prejudicial sentiment toward a target based on factors including, but not limited to:
- Gender
- Race
- Ethnicity
- Sexual orientation
- Age

Examples: Microaggressions Noted by Students

"The lack of respect I feel from much of the ME community is very [disheartening]...with peers talking over me, dismissing my ideas and contributions, being given administrative tasks in group projects, etc."

"...[It] is often assumed that I will be responsible for the 'administrative' tasks such as creating slide decks, writing up meeting notes, etc."

"...[Professors] pay more attention to students who are already doing well in the class. [and] have said things such as 'this is easy,' 'this is high school material,' 'I have never gotten a B,' [and] 'which community college did you attend?' Small comments that seem meaningless make significant impacts...especially when these comments are coming from professors who are in a position of power."

Source: EDI Faculty Memo, Student Feedback Survey

Bias Busters
Well-intentioned people may say things that can have a negative impact. Sharing our experiences and speaking up is one way to reduce the prevalence of microaggressions.

Bias Busters is a COE student organization that addresses implicit bias and provides tips on how to respond to microaggressions when they are directed at you or when you observe them being directed at another person.

https://biasbusters.berkeley.edu/

Sexual Harassment
"Sexual Harassment is characterized as unwanted and unwelcome sexual remarks, physical contact, or sexual solicitation."

PATH to Care
Provides support to survivors through advocacy, healing, and preventive measures.
https://care.berkeley.edu/

Ombudsperson
A confidential space to discuss issues and receive unbiased feedback.
https://sa.berkeley.edu/ombuds

VERBAL
Offensive comments

BEHAVIORAL
Hostile or prejudiced actions

SITUATIONAL
Exclusion:
- Active exclusion
  Intentionally treating/evaluating others differently in a way that affects access to opportunities and/or experiences. Examples include: admissions to programs, research, or employment opportunities.
- Passive exclusion
  Students feel out of place due to circumstances and self-select out of opportunities or settings

Can happen to anyone, by anyone, anywhere

If you see something, say something.

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