

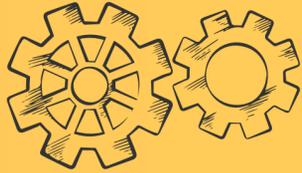
EDI: Behaviors that Harm

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

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

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

Title IX

Title IX protects individuals from sex-based discrimination, especially in education programs.

Reporting Methods

- Seek support from the department, college, or university to learn what your options are
- If comfortable, confide in a trusted friend
- *Note: UC Berkeley employees are bound by a "Duty to Report"*

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>

**If you see something,
say something.**

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