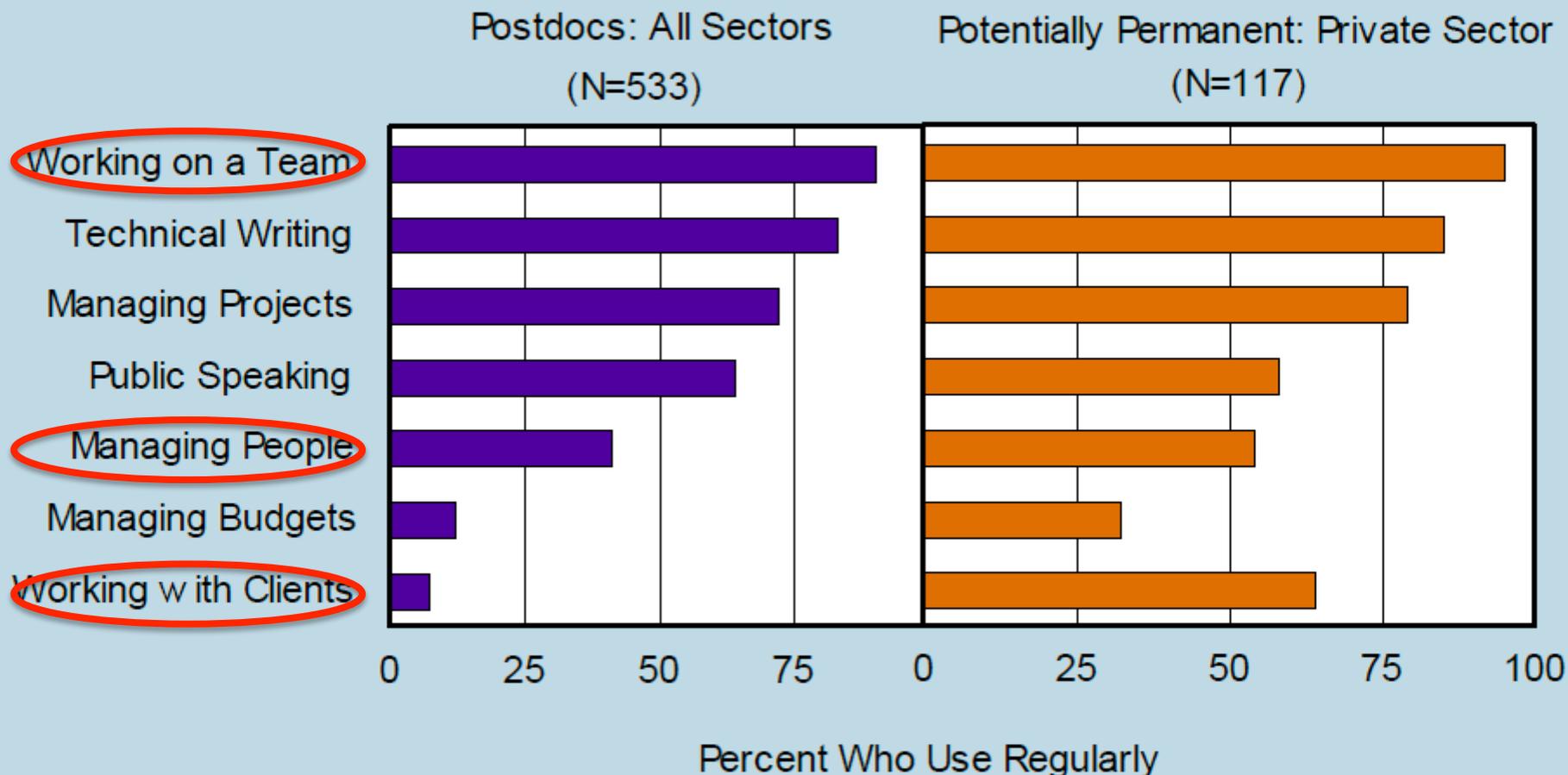


Interpersonal and Management Skills Regularly Used by New Physics PhDs, Classes of 2009 & 2010 Combined



Percentages represent the proportion of physics PhDs who chose “daily”, “weekly” or “monthly” on a four-point scale that also included “never or rarely”. Data only include U.S.-educated physics PhDs who remained in the U.S. after earning their degrees.

Microaggressions

- Mistakes aimed at marginalized groups
- Examples: the shirt, junior faculty reminded of tenure
- Another definition: Verbal and non-verbal assaults directed toward a member(s) of a marginalized group(s), often carried out in subtle, automatic, or unconscious forms

Racial examples

- Crossing the street when nearing a Black man
- Asking for ID only of black students
- Black fraternity students called a “gang” (even calling the cops)
- “When I talk about those Blacks, I really wasn’t talking about you”
- “You’re not like the rest of them, you’re different.”
- “I don’t think of you as Mexican.”
- “You speak such good English.”
- <https://www.youtube.com/watch?v=A1zLzWtULig>

It happens to everyone. A lot.

- “There are very few African American men in this country who haven’t had the experience of being followed when they were shopping in a department store. That includes me. There are very few African American men who haven’t had the experience of walking across the street and hearing the locks click on the doors of cars. That happens to me.. There are very few African Americans who haven’t had the experience of getting on an elevator and a woman clutching her purse nervously and holding her breath until she had a chance to get off. That happens often.”

Other examples

- “Being bi is just a transition step between straight and gay. How can we help them come to terms with who they are?”
- “You should be more assertive.”
- “Is that a man or woman?”
- An female wearing a stethoscope is mistaken as a nurse, not a doctor.
- Someone raises their voice when speaking to a person in a wheelchair.

~~“Small”~~ problems

- “These problems are only micro in name, since their very number required a total effort that is incalculable”. – Pierce, 1974.
- It means “everyday”, “mundane”, “incessant”, “insidious”.

Effects of microaggressions

- Pain, hurt
- Anger, stress
- Self-doubt
- Poor academic performance
- Poor health outcomes
 - A black women at 30 years of age is ~7 years physically older than a white woman of the same age