



## Microaggressions

Microaggressions are the everyday, not overt, sometimes intentional, often not, interactions or behaviours that show some sort of bias toward a historically marginalized group. More often than not, a person who is committing a microaggression doesn't even know they're doing it, and generally, the person is not intending to be offensive or cause harm.

Microaggressions are based in implicit bias, and these aggressions can overtime cause harm. There is a common comparison that microaggressions are like a death by a thousand tiny cuts. A few cuts here or there are nothing that cause a huge issue, but repeated and consistent cutting can cause a lot of damage. This is true for microaggressions; when they happen to a person often and regularly, they can take a toll on the receiver's mental health. To compound this, often times when a person calls out a microaggression, they are told "they're being too sensitive" or "I didn't mean it that way" and their feelings toward the microaggression are often dismissed.

So, what can you do about microaggressions. One common thing if you want to ensure you don't commit a microaggression is to build empathy. By trying to understand the background of a historically marginalized group, to then better understand how a comment may impact a person in this group is a good way to understand and stop your own use of microaggressions. Ask yourself, "What was my intention in my action?", "What assumptions or implicit bias may I have?", and finally, "What was/could be the impact of my action?"

Secondly, is to speak up when hearing a microaggression. Politely asking, "What did you mean by that?" or acknowledge the impact of an action you see by saying, "I heard that comment you made to them, and it didn't feel right."

This [video](#) from [Wisconsin Technical College](#) gives an outline of microaggressions and some ways to counteract them.

# SPECIAL AWARENESS DAYS

Region of Queens Municipality marks Special Awareness Days that have a positive impact on diversity and inclusion. These are generally commemorated by RQM social media posts, workplace training/distribution of resources, and support of community events or other RQM-run programming with the goal of building awareness. Stay up to date with the Region of Queens Social Media Pages and the Diversity and Inclusion Website.

## ***Nova Scotia African Heritage Month***

February is Nova Scotia African Heritage Month. This year's theme is "Through our Eyes: The Voices of African Nova Scotia. The theme is to focus on recognition of the impact people of African Descent have had in the development of Canada.



This is the Pan African Flag.

Here in Queens, we will be highlighting some historical events and people of African descent who have an impact on the growth and development of Queens County. Keep watch on the Region of Queens Facebook and Twitter for information!



## ***Pink Shirt Day (Feb 23rd)***

Starting in Berwick, Nova Scotia in 2007, David Shepherd and Travis Price saw another student being bullied for wearing a pink shirt in school. In following days, David and Travis bought 50 pink shirts and distributed them throughout the school for students to wear to stand up against bullying. Pink Shirt Day is a day where we can wear our own pink shirts and take a stand against bullying. February 23rd is National Pink Shirt Day, and Anti-Bullying Day is marked in Nova Scotia later in the year, so keep those shirts handy, as we in Nova Scotia take this collective stand against bullying twice each year!



## ***Bell Let's Talk Day (Jan 26th)***

This year Bell Let's Talk Day raised \$8,214,941 with over 164 million interactions, which is up from 159 million interactions last year. The money raised goes to a variety of organizations, including support for youth, Indigenous communities, and military families.

If you are in crisis, you can reach out to the Provincial Mental Health Crisis Line at **902-429-8167** or **1-888-429-8167**; Kids Help Phone at **1-800-668-6868** or text **686868**; or visit your local emergency department or call 911.

## ***International Epilepsy Day (Feb 14th)***

The second Friday in February lands on Valentines Day, so let's show some love! Epilepsy can occur as a result from brain injuries, it's not just genetic. Episodes are unpredictable and can be triggered by various things including stress and fast graphics. They may not be very physical convulsions either but look like daydreaming or even anger. Get informed as to how you can help someone in need. <https://youtu.be/efly-NzHtj4> gives personal insight for awareness building.