



DON'T SILENCE OUR VOICE AT THE TABLE

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FOUNDER UNAPOLOGETICALLY BEING, INC

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HOUSE KEEPING

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EXCLUSION

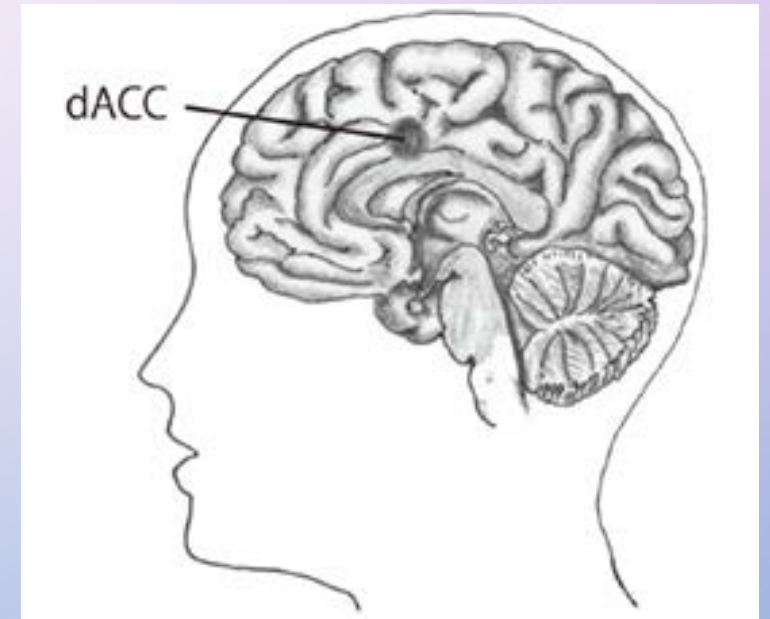
- SOCIAL EXCLUSION REFERS TO THE EXPERIENCE OF BEING SOCIALLY ISOLATED, EITHER PHYSICALLY (FOR EXAMPLE, BEING TOTALLY ALONE), OR EMOTIONALLY (FOR EXAMPLE, BEING IGNORED OR TOLD THAT ONE IS UNWANTED). WHEN SOMEONE EXCLUDES YOU, YOU PROBABLY FEEL BAD OR EVEN EXPERIENCE “PAINFUL” FEELINGS. THIS TYPE OF EXCLUSION APPLIES TO THE WORK ENVIRONMENT AND EXCLUDING SOMEONE FROM YOUR TEAM OR CREATING A HOSTILE ENVIRONMENT.
- EXCLUSION TELLS US THAT SOCIAL RELATIONSHIPS ARE THREATENED OR DAMAGED, AND THEREFORE, EXCLUSION TELLS US THERE IS A CRISIS, BY CAUSING AVERSIVE FEELINGS.
- PREVIOUS RESEARCH BY PSYCHOLOGISTS AND SOCIAL NEUROSCIENTISTS HAS REVEALED MUCH ABOUT WHAT HAPPENS DURING AND AFTER SOCIAL EXCLUSION
- RESEARCH EXPLAINS HOW SOCIAL EXCLUSION DYNAMICALLY AFFECTS OUR MIND, BRAIN, AND BEHAVIOR, I WOULD LIKE TO BRIEFLY INTRODUCE THE MYSTERY OF SOCIAL PAIN

MICROAGGRESSIONS

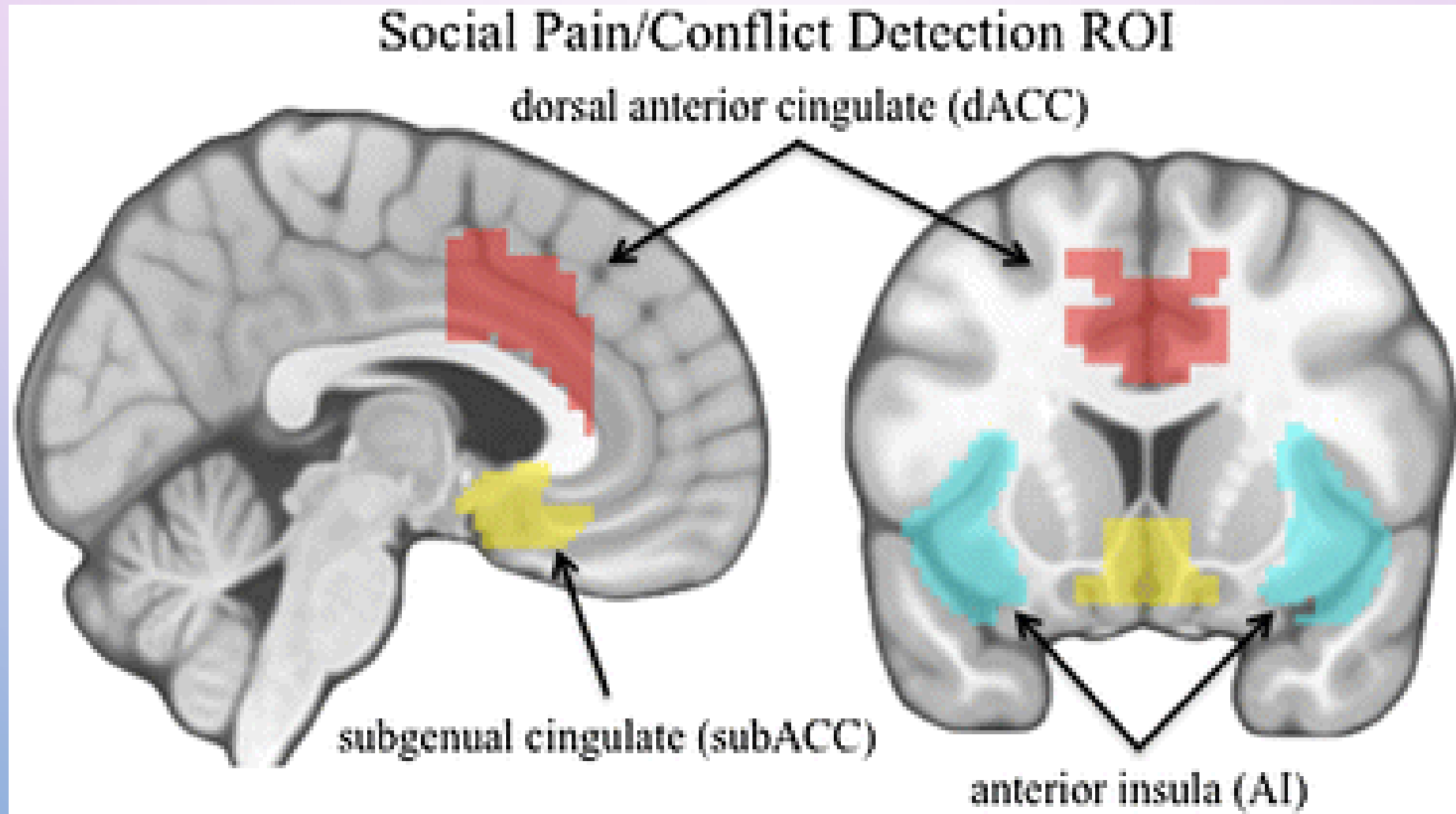
- MICROAGGRESSIONS ARE BRIEF, EVERYDAY EXCHANGES THAT SEND DENIGRATING MESSAGES TO CERTAIN INDIVIDUALS BECAUSE OF THEIR GROUP MEMBERSHIP
- **MICROASSAULTS:** CONSCIOUS AND INTENTIONAL ACTIONS OR SLURS, SUCH AS USING RACIAL EPITHETS, DISPLAYING SWASTIKAS OR DELIBERATELY SERVING A WHITE PERSON BEFORE A PERSON OF COLOR IN A RESTAURANT.
- **MICROINSULTS:** VERBAL AND NONVERBAL COMMUNICATIONS THAT SUBTLY CONVEY RUDENESS AND INSENSITIVITY AND DEMEAN A PERSON'S RACIAL HERITAGE OR IDENTITY. AN EXAMPLE IS AN EMPLOYEE WHO ASKS A COLLEAGUE OF COLOR HOW SHE GOT HER JOB, IMPLYING SHE MAY HAVE LANDED IT THROUGH AN AFFIRMATIVE ACTION OR QUOTA SYSTEM.
- **MICROINVALIDATIONS:** COMMUNICATIONS THAT SUBTLY EXCLUDE, NEGATE OR NULLIFY THE THOUGHTS, FEELINGS OR EXPERIENTIAL REALITY OF A PERSON OF COLOR. FOR INSTANCE, WHITE PEOPLE OFTEN ASK ASIAN-AMERICANS WHERE THEY WERE BORN, CONVEYING THE MESSAGE THAT THEY ARE PERPETUAL FOREIGNERS IN THEIR OWN LAND.

HOW THE BRAIN PROCESSES PAIN

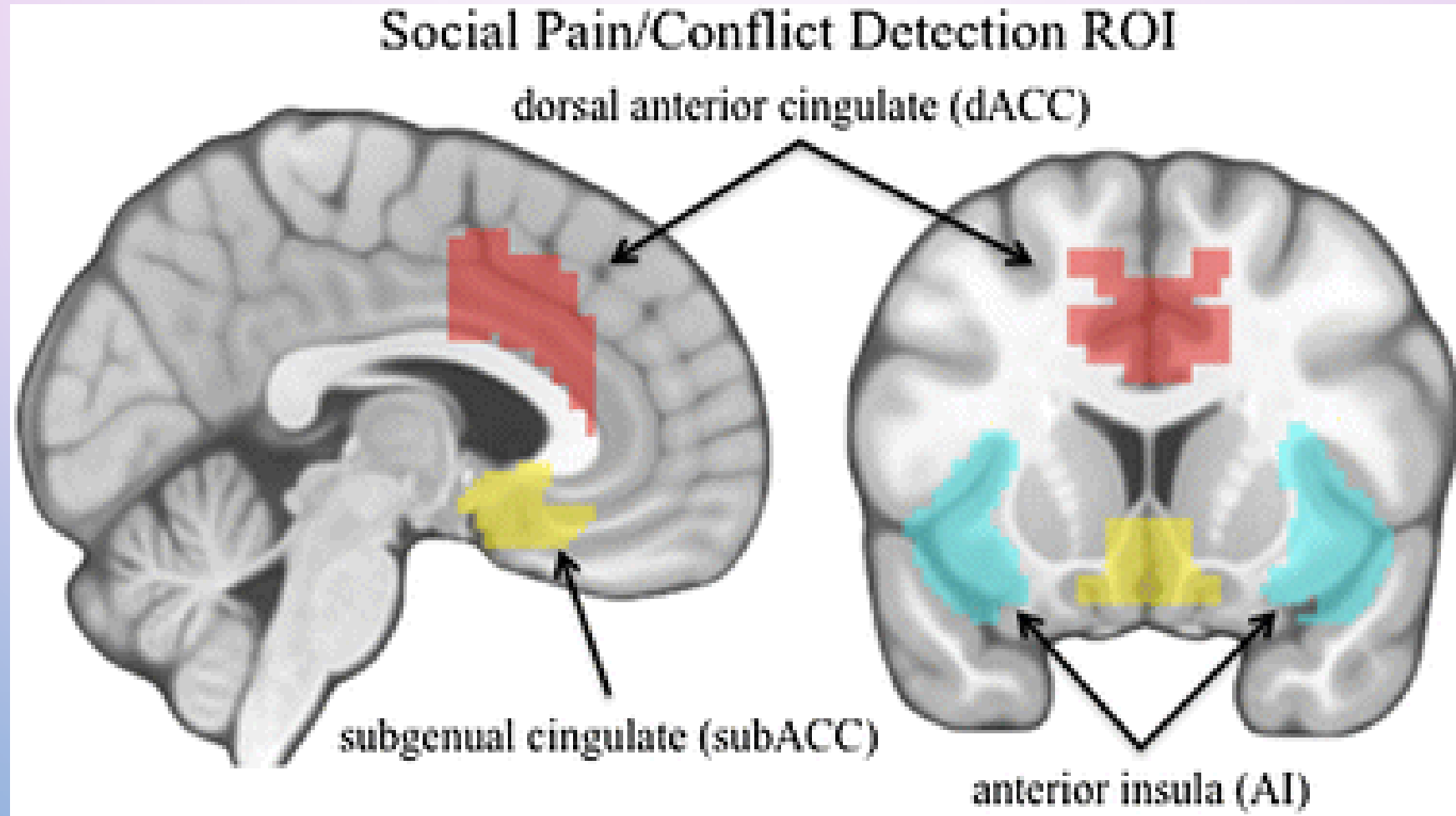
- When you experience pain the part of your brain that lights up is the dorsal anterior cingulate cortex (dACC)*
- The dACC is also known to activate when we experience aversive feelings of physical pain,
- This suggests that social and physical injuries are similarly processed by the brain
- This leads us to the understanding that exclusion and physical pain are identical.



SO...

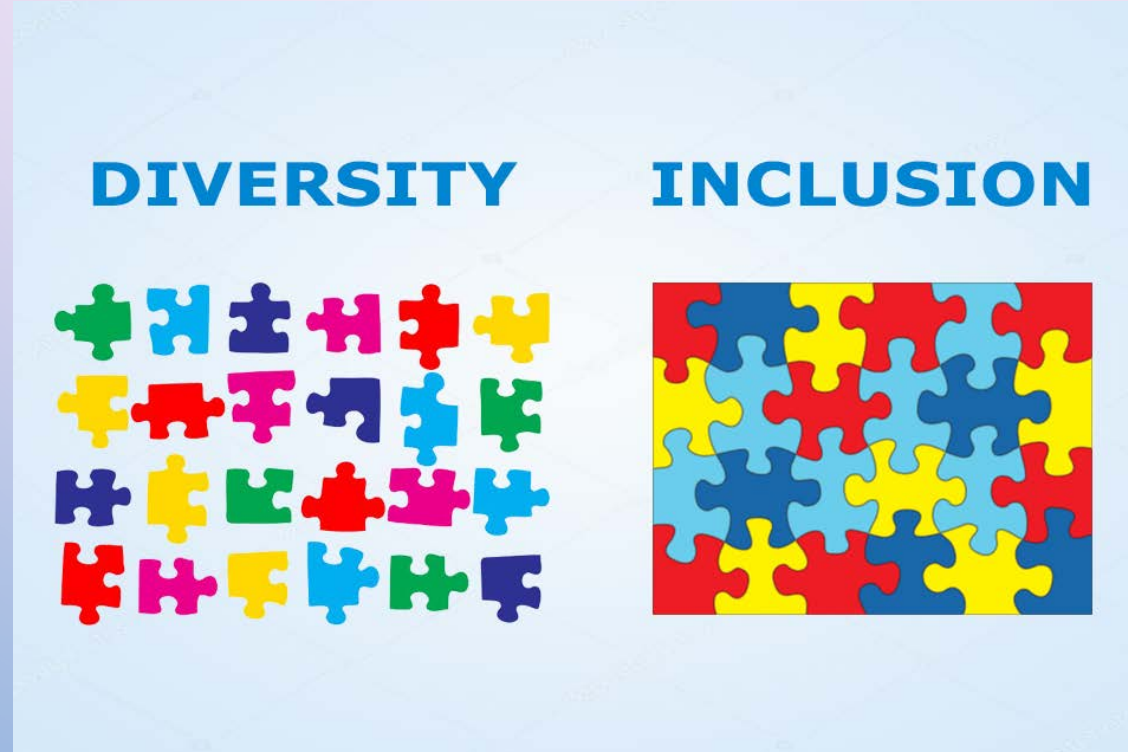


WHEN YOU EXCLUDE A TEAM MEMBER



INCLUSION


- THE ACTION OR STATE OF INCLUDING OR OF BEING INCLUDED WITHIN A GROUP OR STRUCTURE. FOR ME A LOT OF ORGANIZATIONS GET DIVERSITY BUT STRUGGLE WITH INCLUSION.







YOU SILENCE OUR VOICES...

- WHEN YOU CHANGE OUR NARRATIVE TO FIT YOUR PERCEPTION OF BETTER
 - WHEN YOU INVITE US TO THE TABLE AFTER THE PLANNING IS COMPLETE
 - WHEN OUR IDEAS ARE NOT EVALUATED AS VALID SUGGESTIONS
 - WHEN WE ARE NOT INCLUDED IN LEADERSHIP ROLES
 - WHEN YOU INCLUDE US JUST TO CHECK A BOX
 - WHEN YOU ALLOW MICROAGGRESSION TO EXIST IN YOUR ORGANIZATION
 - WHEN YOU JUST DON'T INCLUDE US AT ALL
- 



Questions

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