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Countering Racial Microaggressions Toward Minority Students Through Servant
Leadership

Andrea I. Olsson

M.S. in Leadership

[2020]

Granite State College

TYPES OF RACIAL MICROAGGRESSIONS & IMPACT

Types

Microassault

Verbalizations or behaviors that indicate bias

Microinsult

Comments that negatively portray a person's appearance, heritage or identity

Microinvalidation

Deeming a person's feelings or experiences less valid than the majority (Harrison & Tanner, 2018)

Impact

Poor academic performance or drop out

Withdrawal and Isolation

Loss of personal identity (Yosso, et al, 2009)



SERVANT LEADERSHIP

Servant Leadership is:

“a holistic leadership approach that engages followers in multiple dimensions..., with the aim of empowering them into becoming what they can fully capable of being.” (Jeyaraj & Gandolfi, 2019)

Servant Leaders:

- Focus on the needs of others
- Build trusting relationships
- Role model positive behavior
- Create confidence and empowerment
- Have a strong community presence



FOOD BUILDS CAMPUS COMMUNITY

What can Dining do?

Buy local, sustainable, fair trade: *Pierce Brothers Coffee*

Use vendors who embrace inclusion and diversity: *Carla's Pasta*

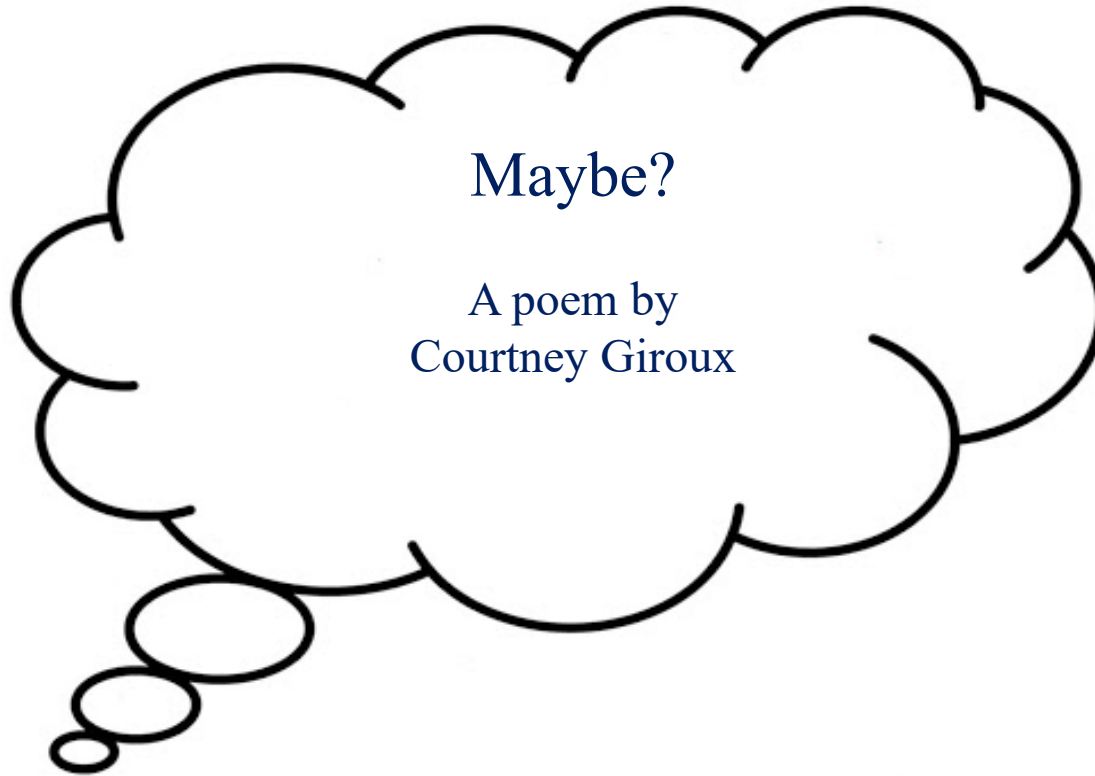
Celebrate traditionally prepared global foods: *Brazilian Dinner*

Offering food to ease tensions:

Residential Life meeting



SUMMARY



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