Stream Proposal: **Exploring Microaggression**

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**Objective**: This stream aims to delve into the multifaceted nature of microaggressions, particularly focusing on age, gender, ethnicity, and sexuality. By examining microaggressions in various contexts, including the workplace and everyday life, the stream seeks to deepen our understanding of the diverse experiences and responses to these subtle forms of discrimination.

**Rationale**: Despite the growing body of literature on microaggressions, there remains a significant gap in research concerning age, gender, disability, religion, and other identity markers. Existing studies predominantly focus on racial and ethnic microaggressions, overlooking other salient dimensions of identity. However, research indicates that microaggressions are pervasive across different demographics, necessitating a comprehensive exploration of their impact across various domains.

**Research** **Focus**: This stream invites scholars specializing in Equity, Diversity, and Inclusion (EDI) to present papers that address the following themes:

1. Intersectionality of Microaggressions: Papers exploring the intersectional nature of microaggressions, particularly examining how individuals navigate multiple layers of discrimination based on intersecting identities such as race, gender, age, and sexuality.
2. Workplace Dynamics: Investigations into microaggressions in professional settings, including their prevalence, impact on employee well-being and performance, and strategies for creating inclusive work environments.
3. Everyday Microaggressions: Studies examining the subtle forms of discrimination encountered in daily interactions, their psychological effects, and coping mechanisms adopted by individuals from marginalized groups.
4. 4Response and Affective Mechanisms: Research focusing on how individuals respond to microaggressions, exploring emotional reactions, coping strategies, and their implications for mental health and social well-being.

Expected Outcomes: By bringing together scholars from diverse disciplines and backgrounds, this stream aims to foster interdisciplinary dialogue and generate insights that contribute to the development of effective interventions and policies for addressing microaggressions. Additionally, the stream seeks to highlight the importance of considering multiple dimensions of identity in understanding and combating discrimination.

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