

## Microaggressions as Hidden Barriers: The Influence on Women as Underrepresented Minority Faculty Research

**Authors :** Mojdeh Mardani, Robert Stupnisky

**Abstract :** Microaggressions are discriminatory and degrading slights manifested from negative and often unconscious beliefs about marginalised groups, including women and people of colour. This quantitative research analyses survey data collected from 10 USA Universities. This research presents the impacts of microaggressions on productivity and motivation of Underrepresented Minority (URM) faculty, especially women and those with intersecting marginalized identities, such as women who identify with a race other than white. Results of this study revealed that on average, URM women were 50% more susceptible to gender microaggressions, which correlated negatively with autonomy and competence, and positively with a motivation.

**Keywords :** gender microaggressions, gender discrimination, underrepresented minority, female faculty, URM faculty, motivation, productivity, STEM

**Conference Title :** ICGFWS 2023 : International Conference on Gender, Feminist and Women's Studies

**Conference Location :** Amsterdam, Netherlands

**Conference Dates :** December 04-05, 2023