

Microaggressions:

Strategies for Engaging in Courageous Conversations



Types of Microaggressions

Micro-Assault	Micro-Insult	Micro-Invalidation
<ul style="list-style-type: none"> ▪ Purposeful ▪ Conscious ▪ Private ▪ Lose Control 	<ul style="list-style-type: none"> ▪ Subtle ▪ Nonverbal ▪ Hidden insulting message ▪ Unintentional ▪ Demeans racial heritage 	<ul style="list-style-type: none"> ▪ Negates person's reality ▪ Nullifies feelings ▪ Colorblind thinking

When Someone Commits a Micro-Assault:

- That's not funny.
- I'm going to leave until you're done.
- I'm not okay with that.
- Hey, let's not go there!
- Not cool!
- I'm not comfortable with where this is going.
- That kind of talk is very hurtful.
- Why would you say something like that?

Note: When someone commits a micro-assault, they are less likely to be open to learning. In these instances, the best you can do is set boundaries rather than try to engage.

When You Commit a Micro-Insult or Invalidation

- Listen and Believe
- Invite Feedback (Impact vs. Intent)
- Thank the Person
- Apologize
- Be Authentic
- Learn More
- Take Action

When You Experience a Micro-Insult or Invalidation

- Respond versus React
- Stop, Take a Breath (STAB)
- Circle Back Around
- Build a Platform
- Share the impact on you versus your group
- Self-care

When You Witness a Micro-Insult or Invalidation

- Ask Questions with Genuine Curiosity
- Connection Before Redirection
- Educate
- Thank Them

When the Microaggression Causes Tension in a Room

- Point out What's Happening
- Ask Permission to engage
- Ask Others to Share their Reactions
- Normalize Difficulty of Conversation
- Encourage Everyone to Remain Open
- Thank Them

"By your stumbling the world is perfected." Sri Aurobindo

Microaggressions is from the work of Sue, D.W., (2010) Racial Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation. Hoboken, New Jersey. Wiley