

# Microaggressions Toolkit

“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”

Types of Microaggressions	Examples
Verbal Microaggression	<p>“Oh! I didn’t think that <i>you</i> would want to live <i>here</i>.”</p> <p>“When I look at you, I don’t see color.”</p> <p>“So, who is the man in the relationship?”</p>
Behavioral Microaggression	<p>Mistaking a Latinx colleague for janitorial staff in the building.</p> <p>Crossing the street when a person of color approaches.</p>
Environmental Microaggression	<p>Apartment complexes named after historical White supremacists.</p> <p>Segregated housing.</p> <p>Exclusive societies displaying photographs of past members, who are predominantly White heterosexual upper-class males.</p>

## WAYS TO ADDRESS OUR MISTAKES



TRY TO NOT  
BECOME  
DEFENSIVE



VALIDATE THE OTHER  
PERSON’S PAIN AND  
FRUSTRATION



ACKNOWLEDGE  
YOUR BIASES AND  
BLIND-SPOTS



CLARIFY MISINTERPRETED  
STATEMENTS OR BEHAVIORS

# RESPONDING TO MICROAGGRESSIONS

## ASK FOR CLARIFICATION OR MORE INFORMATION

"Could you say more about what you mean by that?"

"How have you come to think that?"

## SEPARATE INTENT FROM IMPACT

"I know you didn't realize this, but when you \_\_\_\_\_ (comment/behavior), it was hurtful/offensive because \_\_\_\_\_. Instead you could \_\_\_\_\_ (different language or behavior.)"

## EXPRESS YOUR FEELINGS

"When you \_\_\_\_\_ (comment/behavior), I felt \_\_\_\_\_ (feeling) and I would like you to \_\_\_\_\_."

## CHALLENGE THE STEREOTYPE

Give information, share your own experience and/or offer alternative perspectives.

"Actually, in my experience \_\_\_\_\_."

"Another way to look at it is \_\_\_\_\_."

## ADDITIONAL RESOURCES

Strategies for Facilitating Difficult Conversations

<https://www.psychologytoday.com/us/blog/leadership-diversity-and-wellness/202011/how-talk-about-race-in-the-workplace>

Five Meaningful Steps to Activate DEI(B) in Your Organization

<https://www.gnaa.org/news/abide-with-me-five-meaningful-steps-to-activate-deib-in-your-organization>



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