

Peace Learning Center

MICROAGGRESSIONS
RESOURCE GUIDE



Thank you!

THANK YOU FOR PARTICIPATING IN
OUR MICROAGGRESSION WORKSHOP.
TO SIGN UP FOR FUTURE WORKSHOPS
PLEASE VISIT OUR [WEBSITE](#).

FOR MORE INFORMATION ON HOW TO SCHEDULE A
PRIVATE SESSION FOR YOUR GROUP OR ORGANIZATION
CONTACT: [JAY HORAN](#)





Definition of Microaggression:

Normalized, sometimes unintended, acts of discrimination and identity based aggression.

- Microaggressions reinforce stereotypes.
- It can be hard for adults, particularly adults with privileged identities, to recognize microaggressions.
- At their core, these are coded messages of disapproval that are based in identity: comments and actions that echo larger, structural bigotry, telling minoritized people they don't belong, that they are less than.
- Support trends of historic and institutional oppression and supremacy.



Strategies to Interrupt Microaggressions

- 1 Start with yourself; be mindful of the impact of your words, actions and bias.
- 2 Create accountability buddies/critical friends who want to help talk through decisions and situations in real time.
- 3 Take accountability if you act out a microaggression.
- 4 Care for yourself if faced with a microaggression.
- 5 Think institutionally: is the situation supporting a stereotype or bias?
- 6 Speak up every time if you can; learn how to practice!
 - [Speak Up Guide](#)
 - [Speak Up Pocket Card](#)

ASK YOURSELF,
"BEFORE I SAY OR DO THIS..."

- 1 How will this make the person feel? What is the possible impact of my actions?
- 2 What is my need/intent in asking this question?
- 3 Could I be perpetuating a stereotype or prejudice?
- 4 Do I have a relationship with this person that is appropriate for this question or comment?
- 5 Am I asking this question or making this comment in a respectful way?
- 6 Am I educating myself and learning about others before I speak?
- 7 Am I making an assumption?

You can choose
courage or you can
choose comfort, but
you cannot have both.

-Brene' Brown-



Learn more! Go Deeper!

Resources on Microaggressions

VIDEOS

[TRU: Adam Ruins Everything-Blacks Can't Swim.](#)

[Decoded-If white people experienced microaggressions.](#)

[MTVVideos-Look Different](#)

[Inclusion Starts with I](#)

[Listen Project-How Do you Respond To Microaggressions?](#)

[Same Difference- How Microaggressions are like Mosquito Bites.](#)

[#HatchKids Discuss Microaggressions](#)

BOOKS

[How to be an AntiRacist](#) by Ibram X. Kendi



Further Resources

Microaggressions

WEBSITES:

[Peace Learning Center](#)

Stay up to date on future trainings by visiting our "Events" page!

[Teaching Tolerance](#)

[Look Different](#)

ARTICLES:

["Am I Overreacting?" Understanding and Combating Microaggressions](#)

[The Impact of Microaggressions and Why They Matter](#) - The Atlantic

[Microaggressions: More Than Just Race](#)

[A Look at Implicit Bias and Microaggressions: A](#)

Primer on the Impact of Implicit Bias in School





A PROGRAM OF THE
PEACE LEARNING CENTER



6040 DELONG ROAD
INDIANAPOLIS, IN 46254



317.327.7144



PEACELEARNINGCENTER.ORG



JHORAN@PEACELEARNINGCENTER.ORG