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.
MTVideos-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
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