

Microaggression Guide

What to do if you're faced with microaggression

START

Does this matter to me?

- Seek peer support
- Seek help from someone in a position of authority

Continue your day

NO

YES

Do I have the emotional energy to manage them if they are confrontational or defensive?

NO

YES

What's your goal?

TARGET

Are you the **TARGET** or **BYSTANDER** of the microaggression?

BYSTANDER

What's your goal?

Challenge their statement

Educate

Provide validation as an ally

Divert the conversation

"I disagree with that statement because..."

"I feel uncomfortable when you say X because of Y."

"I may not actually know exactly how you feel, but I'm here to listen and assist in any way that I can."

"Okay, let's change the subject!"

"I think it would be better if you said it in a different way such as..."

"I think I understand your meaning when you say X but it can be misinterpreted as Y."

"Honestly, I would feel the same way if I experienced what you're going through."

[Aim your body to another person]
"Hey, How's your project going?"

