

Microaggression Guide

What to do if you were called out for a microaggression

START

Reflect on these questions and consider if you would handle things differently the next time you encounter this situation:

So you caused a microaggression, do you want to apologize?

Here are some guidelines when apologizing:

YES

Apologize,
but don't overdo it.

Don't say: "OMG, I'm so so so sorry. My bad. Forgive me. I didn't mean to."

Try saying: "I'm sorry about that."

1) Why do you think the other person was offended by your comment?

Focus on impact, not intent.

Don't say: "Sorry. I didn't mean to offend you."

Try saying: "I apologize for the impact my comment had on you."

2) Was your comment based on a bias or stereotype that you have about the person?

If you feel comfortable, you can take it a step further and say:

"I really want to learn from this situation. Do you mind telling me what I can do differently so I don't repeat this mistake again?"

3) What do you think informed this bias or stereotype?

