



TAKE 5 Takeaways

Microaggressions

Recognizing Interpersonal Bias in the Learning Environment

Create a safer space by recognizing and appropriately responding to microaggressions

1 RECOGNIZE THAT A MICROAGGRESSION HAS OCCURRED

- Identify the microaggression
- Remember that microaggressions are defined by those impacted

2 ACKNOWLEDGE THE IMPACT

- Consider the person who has experienced the microaggression
- Acknowledge the impact the microaggression has on them and any witnesses

3 CONSIDER THE CONTEXT

- Consider the best time to address the microaggression
- Be an ally to whomever experienced the microaggression
- Do your part by speaking up

4 RESPOND USING "I" STATEMENTS

- Give the benefit of the doubt
- Use language around intention and impact
- Be specific when addressing the issue through "I" statements.

5 FOLLOW UP WITH THOSE AFFECTED

- Follow up with anyone who witnessed a microaggression not immediately addressed
- Share your feelings with those impacted and inform them of steps taken to appropriately address the source of the microaggression
- Be a role model through informed behavior

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