

Responding to Microaggressions

(Can be used alone or in combination)

► **ASK FOR CLARIFICATION OR MORE INFORMATION.**

"Could you say more about what you mean by that?"

"How have you come to think that?"

► **SEPARATE INTENT FROM IMPACT.**

"I know you didn't realize this, but when you _____
(comment/behavior), it was hurtful/offensive
because _____. Instead you could _____
(different language or behavior.)"

► **PRETEND YOU DON'T UNDERSTAND.**

As people try to explain their comments, they often realize how silly
they sound.

"I don't get it....."

"Why is that funny?"

► **REMIND THEM OF THE RULES OR POLICIES.**

"That behavior is against our code of conduct and could really get you
in trouble."