





STOPPING MICROAGGRESSIONS BASIC GUIDELINES AND BEST PRACTICES: *HOW TO SPEAK UP AND HOLD PEOPLE ACCOUNTABLE*¹

- **GOAL:**

- To have **productive, open** and **civil** conversations



- **GUIDELINES FOR SPEAKING UP AS THE SUBJECT OR OBSERVER OF MICROAGGRESSIONS:**

- **Pause** the action.

- **Assume** good intent.

- **Explain** why the action was paused.

- Have **patience** but expect **progress**.²



- **GUIDELINES FOR RESPONDING AS THE INSTIGATOR OF MICROAGGRESSIONS**

- **Acknowledge** the feedback with gratitude.

- **Replace defensiveness with curiosity and empathy.**

- Follow through and follow up.³



- ¹Tiffany Jana and Michael Baran, *Subtle Acts of Exclusion How to Understand, Identify, and Stop Microaggressions* (California: Berrett-Koehler Publishers, Inc.,2020), 43 .

- ²Ibid., 44.

- ³Ibid., 44.

FURTHER LEARNING/ SUGGESTED READING LIST

➤ 1. SUBTLE ACTS OF EXCLUSION

- *How to Understand, Identify, and Stop Microaggressions* by Tiffany Jana and Michael Baran



2. **Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation** by Derald Wing Sue

- https://www.amazon.ca/dp/047049140X/ref=cm_sw_em_r_mt_dp_S9RMN9T2E95WDFCD6QVT

- link to Dr. Derald Wing's discussion on micro aggression:

- <https://ryecast.ryerson.ca/80/Watch/8615.aspx>

- 3. **"Do You Live in a Teepee?"** *Aboriginal Students' Experiences With Racial Microaggressions in Canada* by: D Anthony Clark, Arizona State University, Sela Kleiman, University of Toronto, Lisa B. Spanierman, Arizona State University, Paige Isaac, McGill University, and Gauthamie Poolokasingham

- Journal of Diversity in Higher Education, 2014 Vol. 7, No. 2, 112-125

- https://www.researchgate.net/publication/263769470_Do_You_Live_in_a_Teepee_Aboriginal_Students'_Experiences_With_Racial_Microaggressions_in_Canada

- 4. **FREE Bystander Intervention Seminars on stopping harassment** by Hollaback

- <https://www.ihollaback.org/harassmenttraining/>

- They also do training for organizations or firms...consider booking them for your next event!



FURTHER SUGGESTED LEARNING

Mosquito microaggression video

<https://www.youtube.com/watch?v=emz49wSnNcs>