

Lesson 11: Microaggressions

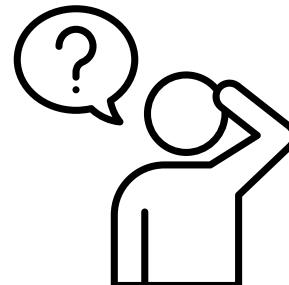
💡 **Opening Thought:** Think of microaggressions as grit in your boots. Tiny on their own, but over time they rub, irritate, and can cause real damage.

📝 **Reflection:** Think about a time when you heard or experienced a comment that left you feeling... uneasy, upset, hurt, etc.

- What was said or done?
- How did it make you (or the other person) feel?
- Was it intentional or unintentional?

📌 **Activity: Spot the Microaggression.** Read these examples and reflect on what bias they reveal:

- "You're so articulate for someone your age."
- "I don't see color — I treat everyone the same."
- "You're not like the other women on the crew."
- "Where are you really from?"



Then, consider the following:

- What assumption or stereotype is behind the comment?
- How could it be rephrased in a more respectful way?

📖 **Case Example:** A younger employee suggests a new idea and hears, "You're too young to understand how this works."

- What impact could this have on their confidence and contributions?
- What would be a more inclusive response?

💬 **Discussion Questions**

1. Why are microaggressions sometimes dismissed as "no big deal"?
2. How can they add up over time for the person on the receiving end?
3. What role can bystanders play in responding to microaggressions?

Action Step

★ One way I will pay attention to my words and avoid microaggressions is: