

MICROAGGRESSIONS

3-2-1 DISCUSSION GUIDE

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3 TAKE-HOME MESSAGES

Review these messages together.

Validate individuals who approach you when they have experienced a microaggression.

Your first reaction may be defensive or to explain away the situation. Instead ... listen, support, validate, and learn from the experience.

Microaggressions are impactful whether you mean them to be or not.

Microaggressions are often unintentional. Think about a time when you may have said something intended to be complimentary but could have actually been an insult, such as, "You are so articulate."

Microaggressions evolve from stereotypes.

Recognize that societal and your own stereotypes contribute to unconscious bias and the resulting microaggressions.

2 QUESTIONS TO CONSIDER

Question for **team discussion**
Share your thoughts with your team.

Within our team, how can we create an environment to feel comfortable enough to share with others when we have been microaggressed and how can we minimize microaggressions in the first place?

Question for **self-reflection**

No need to share your answer or thoughts with anyone.

Now that you better understand microaggressions, can you think of a situation where you microaggressed and how might you handle it differently now?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- As a team, explore common microaggressions in the workplace. Read the article "[15 Things People Think Are Fine to Say at Work—but Are Actually Racist, Sexist, or Offensive.](#)" Next time you meet, share your thoughts.
- If you think you have observed a microaggression to anyone on your team, agree to check in with the targeted person to make sure they are okay.
- Read the article "[What Are Microaggressions? Their impact is anything but small](#)" to learn more about the three types of microaggressions (microassault, microinsult, microinvalidation) and common verbal and nonverbal microaggressions.

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- The next time you think you might have microaggressed someone unintentionally, start a conversation with them (e.g., "I noticed that you seemed uncomfortable when I said...").
- Use I-statements to emphasize the importance of intent versus impact (e.g., "When I heard you say this, I felt dismissed"). If you were the one who caused harm, consider starting the conversation with, "I apologize for my words and how I made you feel. What can I do differently?"

We hope that after the meeting, you will be inspired to explore microaggressions in greater depth, either as a team or individually. We invite everyone to check out Dr. Barajas' recommended resources in the [Topic Overview](#).