

The Microaggression Process: From Beginning to End

Sue, D.W. (2010). *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*. Wiley, John & Sons, Inc.

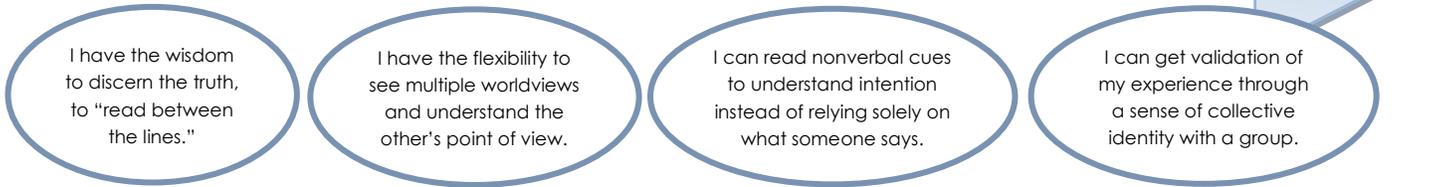
Possible responses to a microaggression



Possible meanings or impacts of a microaggression

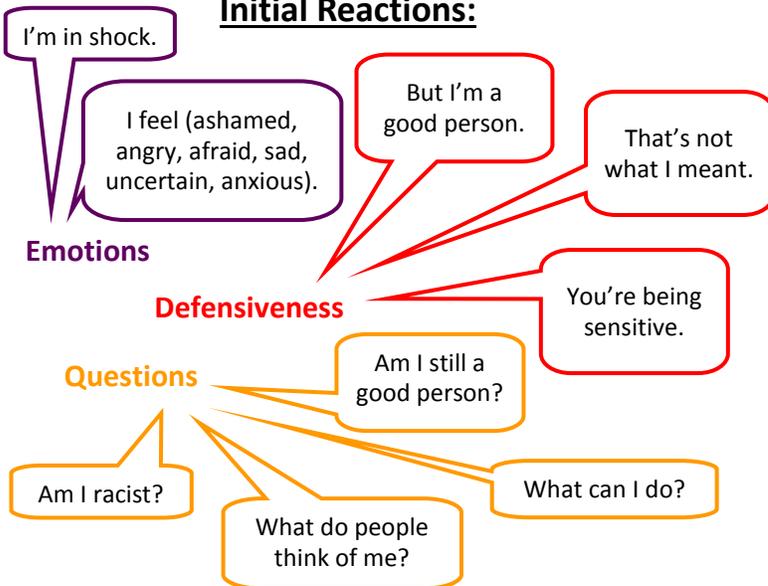


The Way Forward: Strength Through Adversity



When Someone Lets You Know You've Committed a **MICROAGGRESSION**

Initial Reactions:



What To Do:

- ✓ **Breathe**
Take a slow deep breath. Don't be afraid of strong feelings.
- ✓ **Respect**
Understand the risk that someone has taken to let you know they have been hurt.
- ✓ **Say**
"Thank you for letting me know. I am sorry that my words/actions have hurt you."
- ✓ **Listen**
Do your best to overcome defensiveness and hear what is being said to you.
- ✓ **Reflect**
Try to understand the meaning of your words or actions to the other person.
- ✓ **Learn**
Read, watch, listen, engage, dialogue. Don't expect people of color to do the work for you.

Some Positive Outcomes of Engaging in a Challenging Process:

- I have a better understanding of myself, privilege, culture, and oppression.
- My awareness of injustice and oppression has increased.
- I accept that I will make mistakes. What matters is how I deal with them.
- I know my values and try to align my behavior with what I believe is right.