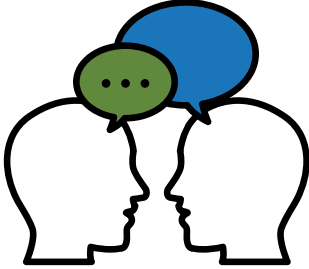


# BE Accountable: Microaggressions Matter

## Strategies to prevent microaggressions



1. **Pause and listen:** Let others take the lead on describing their own identities.
2. **Language matters:** Show others you care through your language choices.
3. **Decentralize yourself:** Leave your ego at the door and avoid “correcting” language that you find “wrong”.

It's more important to understand others' than to be understood.

## Instead of these statements...

- “That happens to me/my group, too.”
- “Calm down. You're overreacting.”
- “They are a good person...they never meant to do that.”



## try these!

- *Say nothing and listen to the person's experience.*
- “I'm sorry that happened to you.”
- “I'm sorry they did that to you. Please let me know if you need support.”

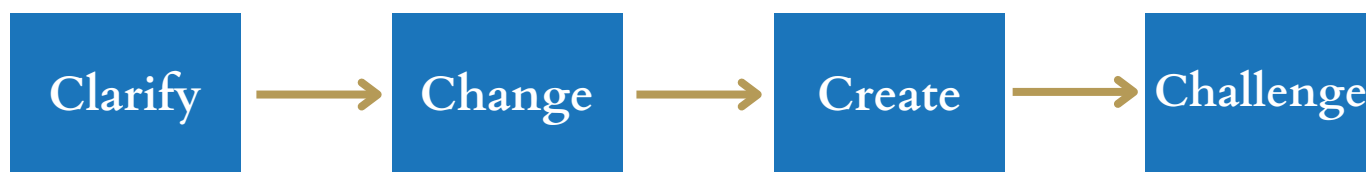
## Additional Resources

- [Microaggressions in the Classroom](#)
- [The CALM Microaggression Repair Tool](#)
- [Why Microaggressions Are a \(Very\) Big Deal](#)



## Strategies to combat microaggressions

Use the 4C's



1. **Clarify** the speaker's comment to get a sense of what they are saying.
2. **Change** the conversation from opinions to focus on past experiences.
3. **Create** space for others to respond and share an alternative perspective.
4. **Challenge** the statement with a **credible counterpoint**.

Adapted from [The Sustained Dialogue Institute](#)

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## Try the **PAN** and **PAIRS** techniques

**P**ay  
**A**ttention  
**N**ow

Use PAN to:

- Observe and notice behaviors, patterns of treatment, etc.
- Describe what you see without prejudgements or assumptions

### **PAN**

**Ask** about the specifics behind the person's comment or behavior

**Interrupt** the dynamics

**Relate** to the person or their comment/behavior (attempt)

**Share** about yourself

Resource: [PAN and PAIRS Worksheet](#)

Adapted from © [Center for Transformation and Change](#) | Dr. Kathy Obear

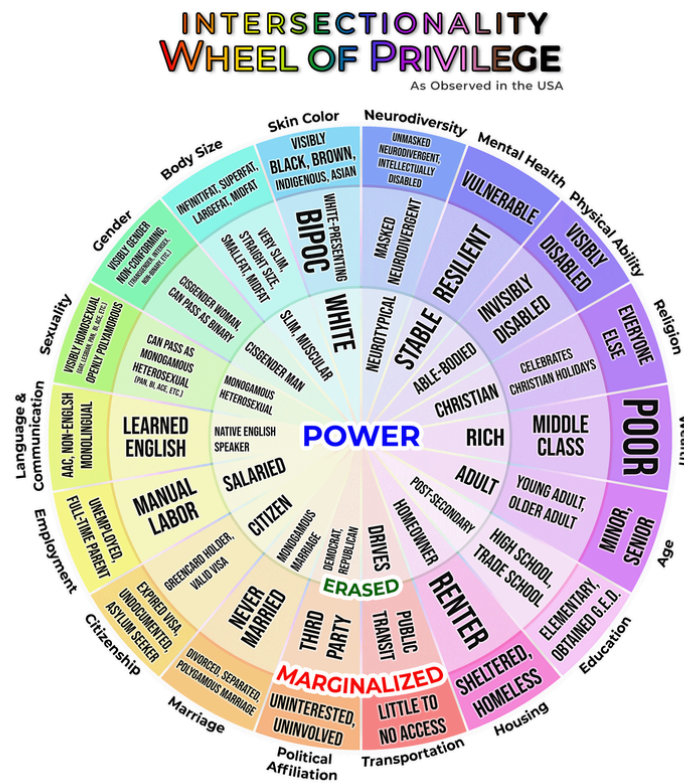
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## Additional Resources

- [Tool: Interrupting Microaggressions](#)
- [Microaggressions/Microaffirmations](#)
- [Responding to Microaggressions and Unconscious Bias](#)
- Nadal, K. L., Issa, M. A., Leon, J., Meterko, V., Wideman, M., & Wong, Y. (2011). Sexual orientation microaggressions: "Death by a thousand cuts" for lesbian, gay, and bisexual youth. *Journal of LGBT Youth*, 8(3), 234-259.



# Reflection



TessaWatkins.com/wheel-of-privilege

Adapted from Sylvia Duckworth, Canadian Council for Refugees, and Olena Hankivsky, PhD

Just 1 Voice

## Questions

- How do microaggressions contribute to the marginalization of certain identities?
- What steps can individuals take to create more inclusive environments and reduce microaggressions?
- What does effective advocacy look like in confronting microaggressions and supporting marginalized communities?

## Additional Resources

- [Microaggressions.com](https://www.microaggressions.com)
- [Pyramid of Hate](#)
- Cullen, M. (2008). 35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap. Wordclay.
- Lawrence, C. R. (1990). If he hollers let him go: Regulating racist speech on campus. Duke Law Journal, 1990(3), 431-483.

For more information, visit <https://www.elon.edu/u/oieed/>.