



Standing Up for Inclusion

The impact of microaggressions

What do you do when someone you care about is the target of demeaning stereotypes? Knowing how to address others' comments or jokes that are biased, demeaning, or stereotypical is an essential skill to have.

Anyone can speak up when hearing a demeaning comment. In fact, a simple phrase or question on your part can turn the conversation from destructive to constructive. However, being an "ally," that is, speaking up on behalf of someone else, is not easy. The strategies on the side should help you.

Derogatory comments make individuals feel

Invisible
Inadequate
Abnormal
Excluded

Which would you choose to be?

An observer
A witness
A bystander
An ally

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Mastering Cultural Differences
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A few strategies for shifting the conversation

1. Assume good intent and explain the impact
I am sure you meant that joke to be funny, but that stereotype is no joke. Unfortunately, some people actually believe that.

2. Rephrase
"I am not prejudiced against colored people (outdated and bigoted). I just don't have any colored friends."

I am glad to hear you are not prejudiced against Asians/Asian-Americans. What has happened in your life that has kept you from having Asian friends?

3. Ask clarifying questions
*What do you mean?
What are you saying?
I didn't hear you correctly - what did you say?
What is it that leads you to say that?*

4. Repeat and Question
It sounds like you are saying that Brenda is too old to learn the computer. Is that what you mean?

5. Interrupt and Redirect
How many _____ does it take to? Whoa, let's not go there!

6. Seek contradiction
"Immigrants don't even try to speak English."

Actually, I've met dozens of immigrants who have learned English or are trying to learn it. Is there someone in particular you were trying to communicate with? You sound frustrated.

7. Provide feedback
When you made the "gay" comment in the meeting, I saw that John felt humiliated.

Based on the book, Ouch! That Stereotype Hurts: Communicating Respectfully in a Diverse World by Leslie Aguilar

For more information about training and workshops, schedule a free consultation at:
<https://calendly.com/chat-with-luiza/60-min>