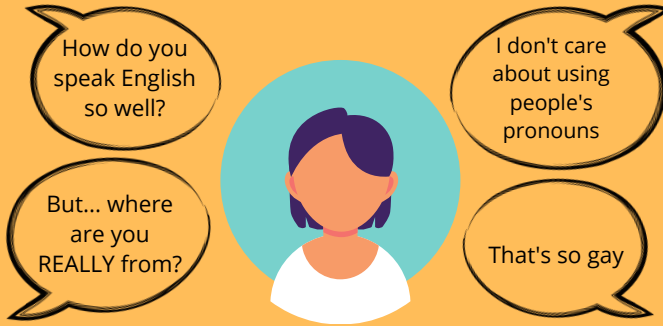


What are Microaggressions?

"Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups"

- Kevin Nadal, professor of Psychology at John Jay College of Criminal Justice



Above are some examples of common microaggressions

Microaggressions, while seemingly small, have a **significant toll** on those who belong to marginalized groups.

Having to listen to and deal with discriminatory comments and behaviors from peers, colleagues, and strangers on a regular basis can:

Be mentally exhausting

Lessen one's sense of safety

Lessen a sense of belonging

Increase feelings of helplessness

Diminish one's wellbeing

Lower self-worth

Preventing Microaggressions & Moving Forward



STOP to think before making a comment. How would you feel about being on the receiving end of a microaggression?



DROP your defenses. If someone points out your microaggressive behavior, do not get **defensive** or tell the person that they're being **sensitive**. It's best to accept our mistakes.



ROLL with the change. When called out for a microaggression, commit to **learning, adapting, and improving** future behaviour.



Lead, Include, Transform Training



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