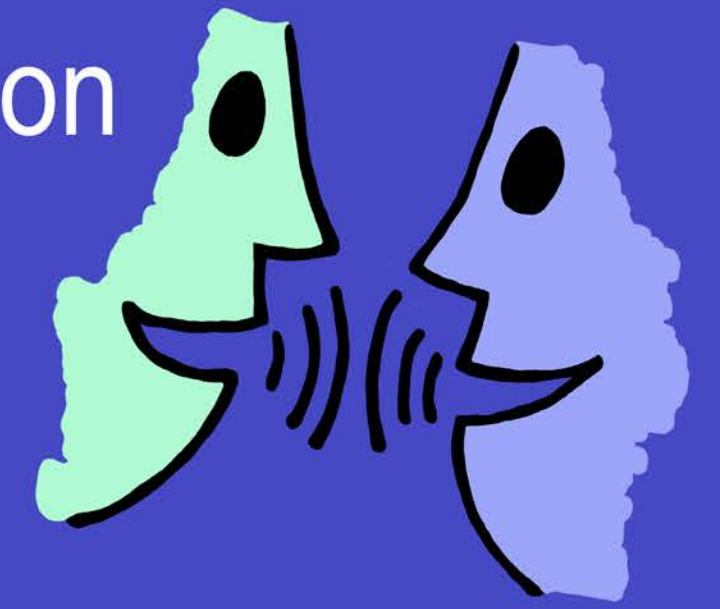


4 SMART WAYS

To Disarm Racial Microaggressions THE NEW STRATEGIC FRAMEWORK

- Make the “Invisible” Visible
- Disarm the Microaggression/Macroaggression
- Educate the Offender
- Seek External Intervention



Microintervention can contribute to MACRO change. IT STARTS WITH YOU!

1



African American male enters an elevator occupied by a White heterosexual couple. The woman appears anxious, moves to the other side of her partner, and clutches her purse tightly.

Metacommunication: Black men are dangerous, potentially criminals, or up to no good.

Bring the micro-/macroaggression to the forefront of the person’s awareness

When allies or bystanders intervene, reassures targets they are not “crazy” and that their experiences are valid

Indicate to the perpetrator that they have behaved or said something offensive to you or others

Force the perpetrator to consider the impact and meaning of what was said/done or, in the case of the bystander, what was not said/done

“Relax, I’m not dangerous.”

“Don’t worry, John is a good person.”

“You assume I am dangerous because of the way I look.”

“I might be Black, but that does not make me dangerous.”

“Robberies and crimes are committed by people of all races and backgrounds.”

“Do you realize what you just did when I walked in?”

Student in a chemistry class makes the following comment about an Arab American student: “Maybe she should not be learning about making bombs and stuff.”

Metacommunication: All Arab Americans are potential terrorists.

“I know you didn’t realize this but that comment you made was demeaning to Maryam because not all Arab Americans are a threat to national security.”

“I know you really care about representing everyone on campus and being a good student government leader but acting in this way really undermines your intentions to be inclusive.”

“That is a negative stereotype of Arab Americans. Did you know Maryam also aspires to be a doctor just like you? You should talk to her; you actually have a lot in common.”

Ask to speak to a manager or someone who is in authority.

Report the incident in person or use anonymous online portals such as the Southern Poverty Law Center or use a hashtag on social media to make your experience go viral.

Engage in a one-on-one dialogue with the perpetrator to indicate how and why what they have said is offensive to you or others.

Facilitate a possibly more enlightening conversation and exploration of the perpetrator’s biases.

Encourage the perpetrator to explore the origins of their beliefs and attitudes towards targets.

Partake in regular self-care to maintain psychological and physical wellness

Check in with self and others to ensure optimal levels of functioning

2

