

## Microaggressions handout action worksheet

Notes to self (jot down ideas that inspire you here):

**Three steps I will start to work on today on a *personal level*:**

1. Educate yourself and others

*What are ways in which you will continue to examine your own privilege? How can you continue to work on cultural humility?*

2. Model the behavior

*How can you set an example for your team? **Use your own stories of microaggressions you may have committed as examples.***

- 3.

- 4.

### Three steps I will start to work on today on an *institutional level*:

1. Educate, educate, educatee

*How can you work towards implementing mandatory bias training at your institution. How might you ensure that diverse voices have a seat at the table to share their stories?*

2. Create safe and inclusive working environments

*Can you work to create a policy on how bias and microaggressions will be handled at your institution? **How will you start to acknowledge when microaggressions take place and provide a space to debrief them?***

- 3.

- 4.

### Resources to help me enact my action plan:

- Montenegro RE. My Name Is Not “Interpreter”. *JAMA*. 2016;315(19):2071–2072
- Project Implicit Study at Harvard University (<https://implicit.harvard.edu/implicit/takeatest.html>)
- Sue, D. W. (2010). *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*. Hoboken, NJ: Wiley.
- Microaggressions.com (project aimed at providing visual representation to everyday microaggressions)
- Breaking the Prejudice Habit (contains workshops and other teaching materials to microaggressions and other forms of bias) <http://breakingprejudice.org/>
- Mayes, TR. “Recognizing and Addressing Microaggressions” lecture video can be found at <https://vpge.stanford.edu/resources/recognizing-and-addressing>