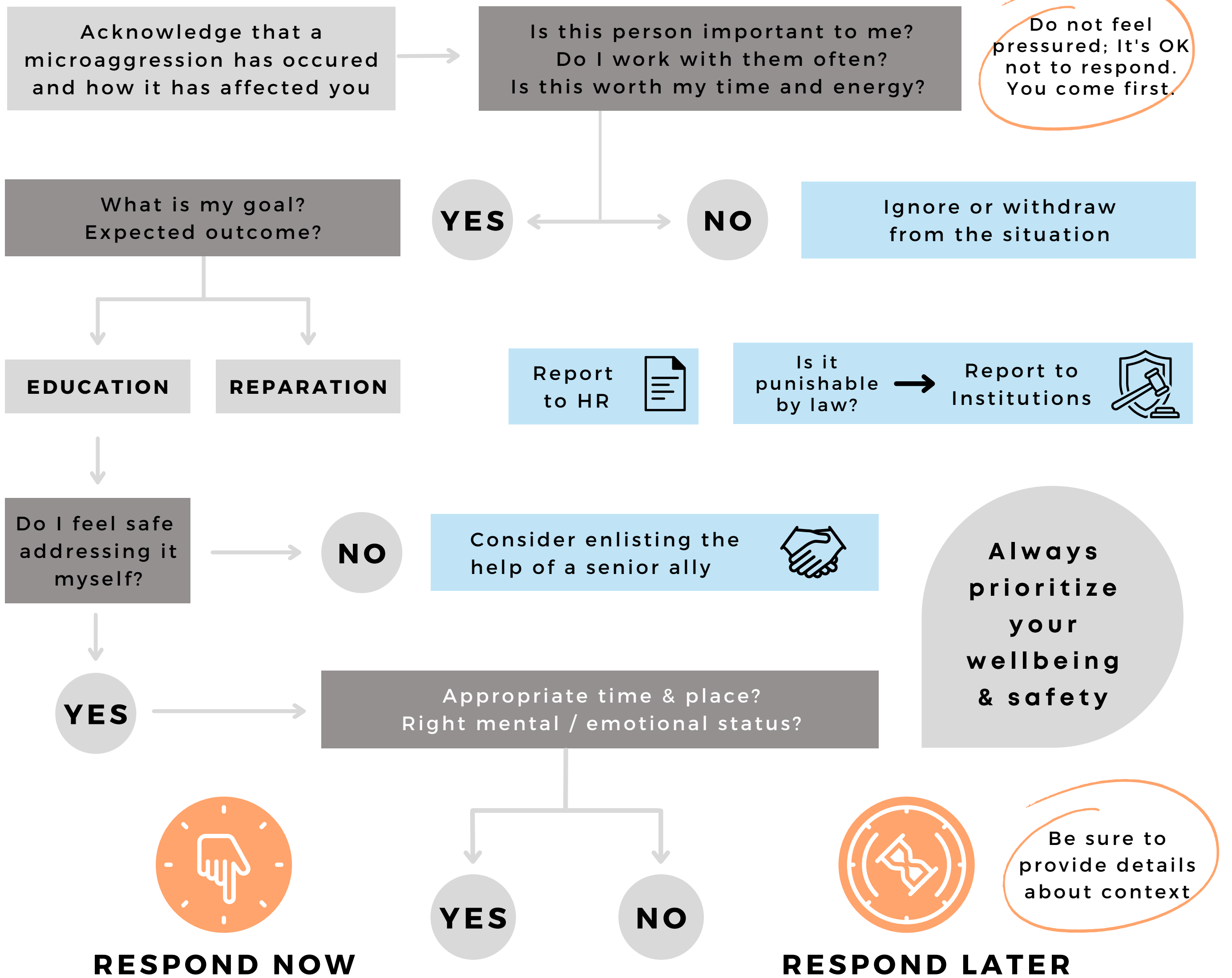


When & How to Respond to Racist Microaggressions

DISCERN what matters to you



(DISCERN) • DISARM • DEFY • DECIDE

- DISARM** Indicate you want to have an uncomfortable conversation & dissociate intent from impact ("you probably didn't mean"). Promote empathy.
NB: although acknowledged, intent does NOT supersede impact; your feelings are valid.
- DEFY** Ask to clarify statement/action. Restate or rephrase. Describe the specific behaviour. Make the invisible visible. Challenge stereotype(s) and assert your discomfort. Describe the impact it had on you ("I felt").
- DECIDE** Determine the way forward and how you let the incident affect you.

In all cases, practice self-care & reach out to your support system