

## Communication guidelines

1. Be your authentic self.
2. Assume good intentions.
3. Be curious and open to discovery.
4. Ask for clarification if needed.
5. Listen to understand.
6. Acknowledge and accept difference.
7. Be mindful of identity and power.
8. Move in and out—hear all voices.
9. Be present. Stay engaged.
10. Be open to non-closure.

## Questions for share-pair and small groups

### **First break-out**

Think of a time when you have been a victim of a micro-aggression. How did it make you feel? Did you say or do anything? Would you want it to go any differently? What would you say now if you could do it again?

### **Second break-out**

Think of a time when you have used a micro-aggression. Were you aware immediately afterwards? Did anyone call you out? What can/would you do differently in the future to make amends/avoid making the same mistake?

### **Third break-out**

Think of a time when you have witnessed a micro-aggression. Did you say or do anything? What can/would you do differently (if anything) in the future to be an ally/show support to the person who experienced the micro-aggression?

**Practicing interruptions and allyship: Serving the Love Sh\*t Love Sandwich**

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| <ol style="list-style-type: none"> <li>1. Give plenty of love.</li> <li>2. Make/include validating comments first and at the end.</li> <li>3. I appreciate your effort/thoughts...</li> <li>4. You might not realize that...</li> <li>5. I heard you say...did you know...</li> <li>6. I appreciate you...thank you for allowing me to...</li> <li>7. Limit the Sh*t!</li> <li>8. Use statistics or facts to educate, debunk and elucidate unknowns.</li> </ol> | <ol style="list-style-type: none"> <li>9. Use humor.</li> <li>10. Share new information or knowledge.</li> <li>11. Use “I” statements that prevent defensive responses.</li> <li>12. Don’t accuse or attack.</li> <li>13. Ask clarifying questions.</li> <li>14. Speak from personal experience.</li> <li>15. Give an invitation to dialogue.</li> <li>16. Be non-judgmental.</li> </ol> |
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**Fill in example of microaggression you experience and then one you committed**

<b><u>Microaggression example and theme</u></b>	<b><u>Third Party Intervention Example</u></b>	<b><u>Communication Approach</u></b>
<b><u>I experienced/witnessed this</u></b>		
<b><u>I said this microaggressi</u></b>		

**After session next steps:**

Next steps individually:

1. What are ways in which you will continue to examine your own privilege?
  
  
  
  
  
  
  
  
  
  
2. How can you continue to work on cultural humility?
  
  
  
  
  
  
  
  
  
  
3. How can you set an example for your team/co-workers?
  
  
  
  
  
  
  
  
  
  
4. Use your own stories of microaggressions you may have committed as examples

Next steps institutionally:

1. How can you work towards implementing mandatory bias training at your institution?
  
  
  
  
  
  
  
  
  
  
2. How might you ensure that diverse voices have a seat at the table to share their stories?
  
  
  
  
  
  
  
  
  
  
3. Can you work to create a policy on how bias and microaggressions will be handled at your institution?
  
  
  
  
  
  
  
  
  
  
4. How will you start to acknowledge when microaggressions take place and provide a space to debrief them?