



Strategies for Individuals

TO REDUCE DISCRIMINATION

1 PASSING OR COVERING

COVER OR HIDE CONCEALABLE IDENTITIES (I.E. SEXUALITY, NEURODIVERGENCE). THIS MAY REDUCE ONE'S RISK OF FACING DISCRIMINATION.

2 ACKNOWLEDGING

EXPLICITLY ADDRESS A VISIBLE IDENTITY. THIS MAY DECREASE OTHERS' UNCERTAINTY AND ANXIETY.

3 DISCLOSING

ADDRESS A HIDDEN IDENTITY. THIS MAY REDUCE STRESS, IMPROVE CONFIDENCE, AND ENHANCE INTERPERSONAL RELATIONSHIPS.

4 INDIVIDUATING

DISTINGUISH YOURSELF AS A UNIQUE PERSON. THIS MAY HELP OTHERS TO THINK BEYOND PARTICULAR STEREOTYPES.

5 REDUCING JUSTIFICATIONS FOR DISCRIMINATION

ELIMINATE EXCUSES THAT ALLOW DISCRIMINATORY VIEWS TO EMERGE. ADDRESSING THESE JUSTIFICATIONS CAN IMPROVE EXPERIENCES.

6 DEBUNKING OTHERS' STEREOTYPES

EXPLICITLY ADDRESS STEREOTYPES BY MAKING DIRECT STATEMENTS. THIS BRINGS BIASES TO THE SURFACE, PRESENTING ITSELF AS A SOLVABLE PROBLEM.

7 COMPENSATING

INTENTIONALLY ACT IN A WAY THAT DRAWS FAVORABLE REACTIONS. THOUGH, COMPENSATING CAN BE BURDENSOME AND COSTLY FOR MARGINALIZED INDIVIDUALS.

8 CONFRONTING

DIRECTLY ADDRESS A PREJUDICED STATEMENT OR DISCRIMINATORY BEHAVIOR SOMEONE HAS MADE. THIS CAN GET PEOPLE TO THINK MORE CAREFULLY ABOUT THEIR ACTIONS.

9 REMEMBERING

"NOT A PROBLEM, JUST GIVE ME A CALL OUT IF YOU NEED HELP WITH ANYTHING AT ALL."