

## WHAT IS A MICROAGGRESSION?

Everyday encounters of verbal, behavioral, or environmental acts of aggressions, whether intentional or unintentional, that communicate hostile, derogatory, or negative insults towards marginalized minorities.

MICROAGGRESSION



MACROIMPACT

## WHY DOES IT MATTER?

This is a big deal and it goes deeper than just words. Victims of microaggressions often feel unsafe and not included in spaces. It causes significant long-term harm. Victims are affected physically, mentally, emotionally, and behaviorally. Microaggressions can contribute to serious anxiety and depression.

## WHAT CAN YOU DO?

Spread the word about this!  
Visit <http://rhamacri mpact.github.io/#>  
for resources, updates, posters, etc.

## WHAT IS MICROAGGRESSION MACROIMPACT?

Led by RHA, it is a student-run initiative that will focus to educate the campus community on microaggressions, and bystander intervention. The photo campaign will highlight the faces and stories of students who deal with exclusion and prejudice on a daily basis. Other aspects also include events, speakers, diversity training, and student led committees.



# DONT JUST BE A BYSTANDER, TAKE ACTION.

## COMMON EXCUSES FOR INACTION:

### **“IT’S NOT MY PROBLEM.”**

It is everyone’s problem. Even if you’ve never been a target, the odds are that your loved ones, friends and co-workers have been. We have a responsibility to call out injustice when we see it.

### **“NOBODY ELSE IS DOING ANYTHING.”**

That type of thinking allows a whole crowd to wait for “someone else”. Take the courage to do what’s right.

### **“I CAN’T MAKE A DIFFERENCE.”**

For a victim of harassment, the response of bystanders makes a HUGE difference in their day and wellbeing. Not getting involved can effect someone’s harassment, support the target and try to get additional help.

### **“IT’S HARMLESS, RIGHT?”**

For a victim of harassment, the response of bystanders makes a HUGE difference in their day and wellbeing. Not getting involved can effect someone’s harassment, support the target and try to get additional help.

# DONT JUST BE A BYSTANDER, TAKE ACTION.

## ACTION STEPS

### ONE

Acknowledge that there is a problem by understanding the importance of your words.

### TWO

Recognize that microaggressions are real and affect students.

### THREE

Become aware of your words and check yourself.

### FOUR

Identify situations when you hear people using harmful language, ask them to clarify what they meant or why they're using that word.

### FIVE

Intervene and ask the person to use a different word.

### SIX

Build a campus environment in which harmful language is unacceptable.

### SEVEN

Share information about Microaggressions Macroimpact to raise awareness.

MICROAGGRESSION



MACROIMPACT

**#WEAREALLSPARTANS**