



What to Say

"Microaggressions are small comments or actions that can hurt someone because of who they are—like their race, culture, gender, or abilities."

"They may seem small, but they can add up and feel really big."

Help Them Recognize It - Examples:

"You don't look like you belong here."

"You're pretty for a ____."

"Where are you really from?"

Assuming someone can't do something because of how they look

Ask: "How do you think that would make someone feel?"

Key Concepts

Intent vs. impact:

"Even if you didn't mean to hurt someone, it still matters how it made them feel."

Respect differences:

Curiosity is okay—but it should be kind and respectful.

What Kids Can Do - Teach 3 roles:

1. If it happens to you:

"That made me uncomfortable."

"I don't like that."

2. If you see it happen:

"That's not okay."

Check in: "Are you okay?"

3. If you said something hurtful:

Listen without interrupting

Say: "I'm sorry. I didn't mean to hurt you."

Learn and do better

Tips for Adults

Encourage questions, not shame

Use real-life moments as teaching opportunities

Reinforce: "We're all learning"

