

# ***MICROAGGRESSIONS VS. MICROAFFIRMATIONS***

**STEP UP AA**



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# **LAND ACKNOWLEDGEMENT**

At Step Up, we recognize and acknowledge the privilege we have in conducting our work and initiatives on stolen land.

We acknowledge that we are settlers on Amiskwaciwâskahikan (Edmonton), located on Treaty 6 territory and that our presence here stems from historical injustices and ongoing displacement of Indigenous peoples, including their genocide. These are not issues confined to the past, the effects still persist today. The systemic and intergenerational trauma is still a burden on the shoulders of Indigenous communities. We embrace our responsibility as settlers to address the effects of colonization, to honour this land and show respect and solidarity with Indigenous communities. Despite our participation in colonial institutions, we are committed to fostering decolonization and bring forth Indigenous ways of knowing. At Step Up, we strive for an anti-racist society, and we recognize that this aspiration would not be possible without working towards Truth and Reconciliation efforts. We are dedicated to bringing forth awareness and action that supports the decolonization of education and contributes to the healing and empowerment of Indigenous peoples.

# WHO WE ARE

Step Up Anti-Racist Association is a youth-led organization aimed to take action against racial injustices within our community. We do this through initiatives that **educate**, **engage** and **empower**.



## Contact Us



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stepupaa.org



# PRE-QUIZ

What do you think Microaggressions are?

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What do you think Microaffirmations are?

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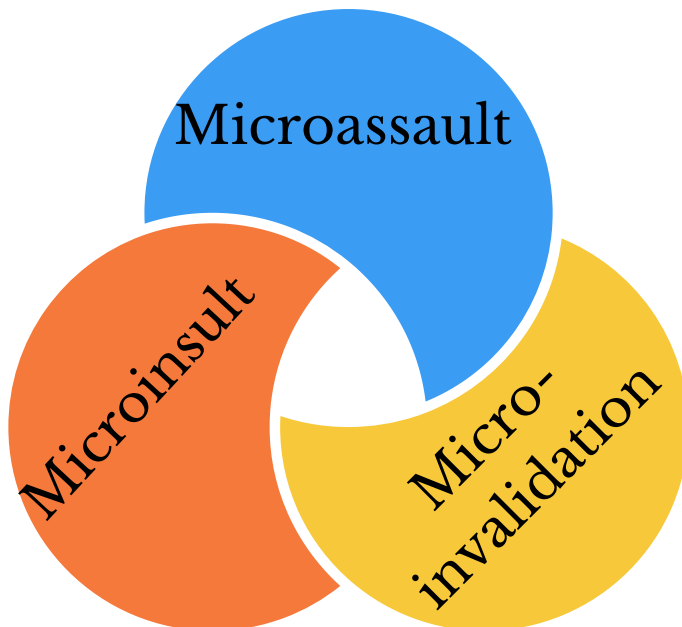


# **MICROAGGRESSIONS**

## What Are Microaggressions?

Microaggressions are offensive behaviours, actions and attitudes that can be either verbal or non-verbal. They target the identity and self-esteem of marginalized individuals.

## Types of Microaggressions?





# **MICROAGGRESSIONS**

## What Are Microassaults?

Microassaults are intentional acts that are meant to hurt the victim. Some examples are name-calling or acts of discrimination.

Have you ever been a victim of or witnessed microassaults? If so, explain?

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# **MICROAGGRESSIONS**

## What Are Microinsults?

Microinsults are rude comments that disrespect a person's race/ identity in subtle ways. An example would be assuming someone isn't smart because of their race.

Have you ever been a victim of or witnessed microinsults? If so, explain?

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# **MICROAGGRESSIONS**

## What Are Micro-invalidations?

Micro-invalidations are when people ignore or disregard the experiences of a person of colour. An example would be someone trying to convince you that a racial encounter you had wasn't racist.

Have you ever been a victim of or witnessed micro-invalidations? If so, explain?

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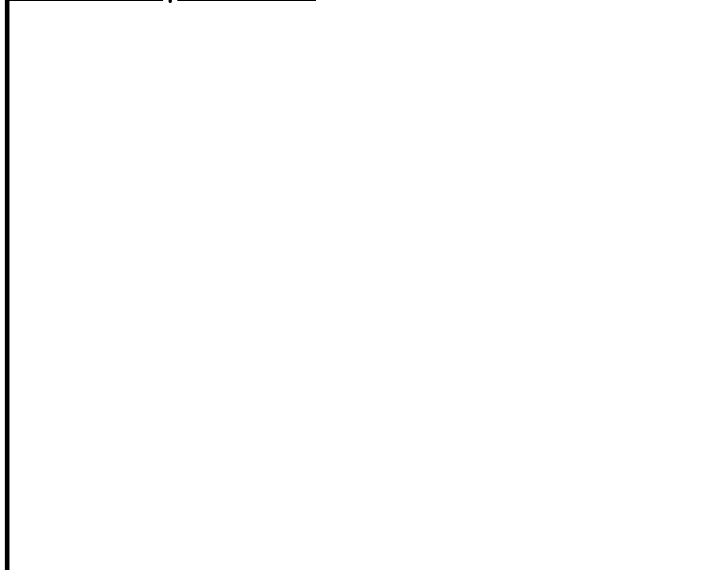


# **MICROAGGRESSIONS**

## Reflection

Microaggressions are often brushed off, and seen as “not that deep”. However, it has the ability of affecting both our physical and mental health. We need to find or create a safe space to express our feelings and experiences.

What do You Need in Your  
Safe Space?



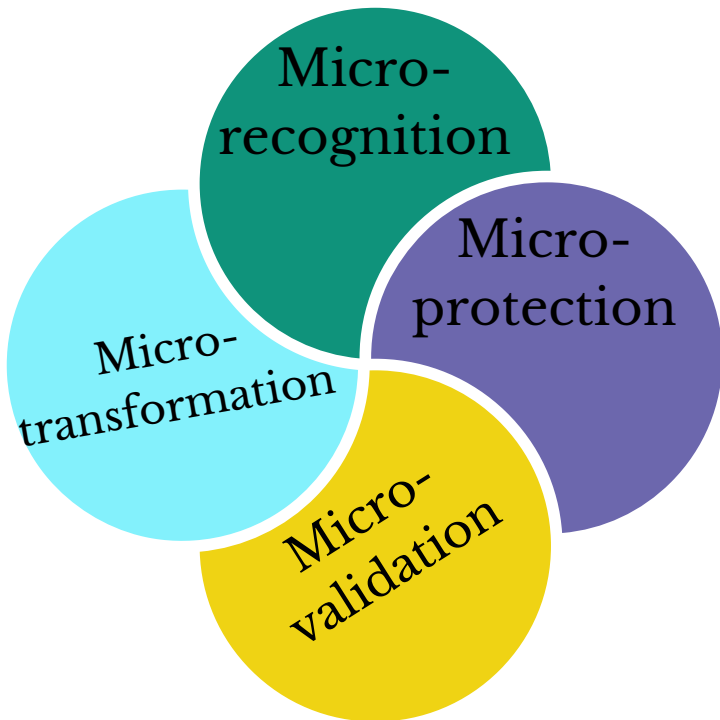


# **MICROAFFIRMATIONS**

## What Are Microaffirmations?

Microaffirmations are intentional ways to foster inclusivity and anti-racism. They are intended to go against microaggressions. Although they are small acts, they can have huge impacts.

## Types of Microaggressions?





# **MICROAFFIRMATIONS**

## What Are Micro-recognitions?

Micro-recognitions are actions or remarks that make racialized individuals feel seen, appreciated and included. An example would be removing whiteness as the norm.

Have you ever experienced or witnessed micro-recognitions? If so, explain?

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# **MICROAFFIRMATIONS**

What Are Micro-protections?

Micro-protections are actions or remarks that make racialized individuals feel protected.

Have you ever experienced or witnessed micro-protections? If so, explain?

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# **MICROAFFIRMATIONS**

## What Are Micro-validations?

Micro-invalidations are actions or remarks that recognize and give value to the thoughts and perspectives of racialized individuals.

Have you ever experienced or witnessed micro-invalidations? If so, explain?

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# **MICROAFFIRMATIONS**

## What Are Micro-transformations?

Micro-transformations are actions or remarks that make racialized individuals feel fully integrated, and make success attainable for them.

Have you ever experienced or witnessed micro-transformations? If so, explain?

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# **MICROAFFIRMATIONS**

## Reflection

Microaffirmations are powerful tools that can be used to combat racism and microaggressions. What change do you think is needed to strengthen microaffirmations?

Ex: More unity across ethnicities/ races.

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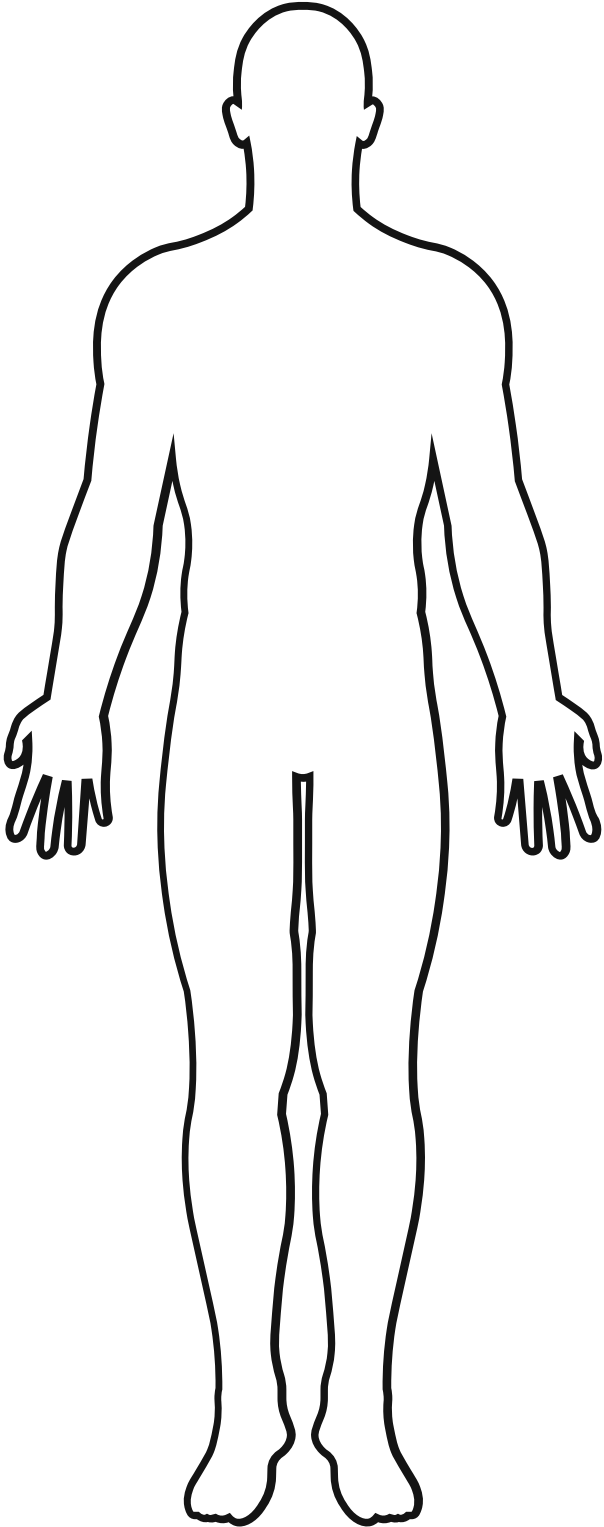
# MICROAFFIRMATIONS

## Reflection

Now that you know what is needed to strengthen microaffirmations, go out there and do it! Be the start to the change!

The change can even start with yourself. Instead of fixating on the microaggressions targetted towards you, microaffirm yourself, and your own identity. Micro-recognize aspects of yourself on the diagram.







# ***SELF-REFLECTION***

The content being discussed within this workbook is very heavy, and can trigger emotions and memories. This part of the workbook is intended to be used whichever way you need. Whether it is to write your feelings down, or to write notes to come back to later.

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# QUIZ

1) You are in a classroom, and you notice the teacher never picks on the Black individuals to answer. What can you do?

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2) Your friend is explaining a situation that happened in order to validate if it was racist or not, and your other friends are not taking it seriously. What can you do?

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# QUIZ


3) You are scrolling through Tiktok and you see a video of a young girl on your for you page. The comment section is filled with racist remarks. What can you do?

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4) You're family is out for dinner, and your dad makes an inappropriate joke about the family of colour next to you. What do you do?

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# EDUCATIONAL RESOURCES

## Books

- **“The Skin We’re In”** By Desmond Cole: Goes through the assumptions of Canadians that believe that Canada is a post-racial nation.
  - **“True Reconciliation”** By Jody Wilson-Raybould: Discusses the steps you can take to get us closer to reconciliation.
  - **“How We Get Free”** Edited by Keeanga-Yamahtta Taylor: Goes through interviews of members of the Combahee River Collective. An organization for Black feminists in the 60s and 70s.
  - **“When They Call You a Terrorist”** By Patrisse Cullors & Asha Bandele: A memoir of Patrisse Cullors, one of the co-founders of the Black Lives Matter movement.
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booklets



[stepupaa.org  
/resources/](https://stepupaa.org/resources/)

## References

Norquest College Anti-racism Toolkit  
[health.clevelandclinic.org](https://health.clevelandclinic.org)