

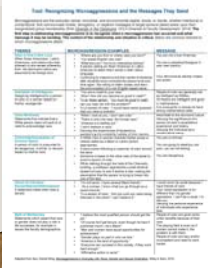
PRIVILEGE AND INCLUSION

CHARLIE AND JESSE FOSTER

SOMETIMES YOU'RE A CATERPILLAR



RECOGNIZING MICROAGGRESSIONS



RECOGNIZING MICROAGGRESSIONS

What Recognizing Microaggressions and the Messages They Send

Microaggression	Message
Exclusion	Exclusion is the most common microaggression. It is the act of excluding someone from a group or activity. It can be done in many ways, such as not inviting someone to a party or not including someone in a conversation. Exclusion sends the message that the person is not valued or not wanted.
Minimization	Minimization is the act of making someone's experiences or feelings seem less important or less significant. It can be done in many ways, such as saying "it's not a big deal" or "you're overreacting." Minimization sends the message that the person's feelings are not valid or that their experiences are not important.
Invalidation	Invalidation is the act of denying someone's experiences or feelings. It can be done in many ways, such as saying "that's not true" or "you're imagining things." Invalidation sends the message that the person's feelings are not real or that their experiences are not valid.
Denial	Denial is the act of refusing to acknowledge someone's experiences or feelings. It can be done in many ways, such as saying "I don't see the problem" or "it's not my business." Denial sends the message that the person's feelings are not important or that their experiences are not relevant.
Blame	Blame is the act of making someone responsible for their own experiences or feelings. It can be done in many ways, such as saying "you're the only one who can fix this" or "it's your fault." Blame sends the message that the person is responsible for their own problems and that they should be able to solve them on their own.
Stigmatization	Stigmatization is the act of labeling someone as a problem or a danger. It can be done in many ways, such as saying "you're a troublemaker" or "you're a risk." Stigmatization sends the message that the person is a problem or a danger to others and that they should be avoided.
Discrimination	Discrimination is the act of treating someone differently based on their race, gender, or other characteristics. It can be done in many ways, such as saying "you're different" or "you're not like the others." Discrimination sends the message that the person is not equal to others and that they should be treated differently.

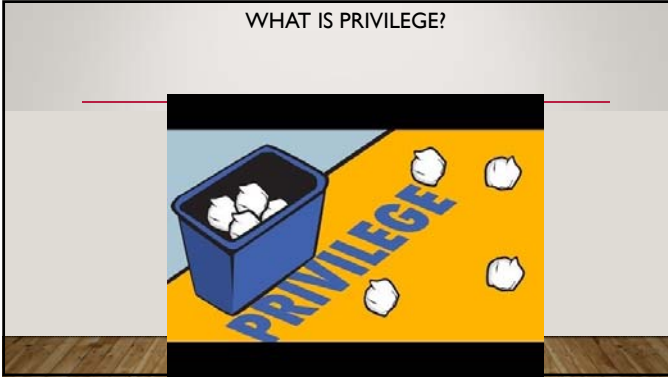
MICROAGGRESSIONS



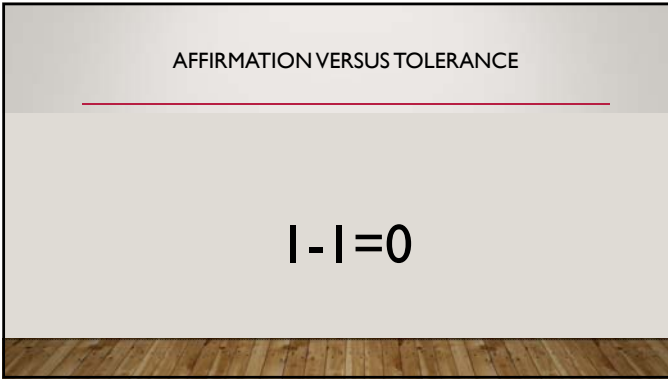
MICROAGGRESSIONS



WHAT IS PRIVILEGE?



AFFIRMATION VERSUS TOLERANCE



ROLE PLAY

