



October 2020

Listen here:

[Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away](#)

What it's about:

Microaggressions. They are defined as the common, subtle words, behaviors, or interactions, that communicate derogatory messages to people from historically underrepresented or disadvantaged groups. The podcast encourages us to be aware of our (unconscious) [biases](#) and the impact our words can have on others.

Why it's important:

Dr. Kevin Nadal explained, “We're all human beings who are prone to mistakes, and we're all human beings who might commit microaggressions. And it's not necessarily that you're a bad person if you commit a microaggression, but rather that you need to be more aware of your biases and impact on people. We all need to commit to working on these things in order to create a more harmonious society.”

It's that simple. Almost everyone will participate in micro aggressive behavior and not know it. Saying things like “that's so gay,” asking an American-born Korean brother where he's *really* from or asking a Black brother to speak on behalf of the entire race are common microaggressions.

Fortunately, Pi Kappa Phi has a built-in mechanism for addressing challenging topics that may arise; Ultimate Respect is a tool that allows you to better understand intent, share feedback, and move on from a challenging conversation amicably. In the moment, it may be uncomfortable or difficult to address the behavior, but the short-term conflict and educational impact are worth it.

Reflect and discuss:

If someone pointed out to you that one of your comments was a microaggression, how do you think you would respond? Is that different from how you hope to respond? Would it change the likelihood of your making a similar comment in the future?



What steps can you take to ensure that what you say aligns with what you value?

In what ways could microaggressions perpetuate larger societal issues?

Want to learn more? Check out the following resources:

- [MTV News: Decoded | If Microaggressions Happened to White People](#)
- [PBS | Microassaults, Microinsults, and Microinvalidations](#)