Microaggressions

Not the right fit

How to use this card in a group setting:

- Read the situation on the card aloud.
- Discuss the following prompts:
  - What is your first reaction?
  - How could you react?
  - How could you intervene?
    - Could intervening be upsetting?
    - In what ways can the identities you hold (e.g., gender, race, position of influence, etc.) influence your decision to intervene?
- Take turns, go around the group and share.
  *We strongly recommend anonymity and confidentiality when sharing stories.*

You recommend an employee for an opportunity, but get the response, “we’re not sure he’s the right fit; he’s not really a natural leader.”

Definition:

Microaggression: a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) (Merriam-Webster).

Reference:

Interrupting Bias in Industry Settings. *National Center for Women and Information Technology.*
https://www.ncwit.org/resources/interrupting-bias-industry-settings