

Small Actions, Big Impact Course Notes

Privileges are rights, advantages or protections granted to or accessible by a particular person or group of people.

White privilege is favoritism, advantages and protections granted to White people.

Power is the ability to exert authority over, influence, or direct another individual's or group's experience.

-ism words indicate a system of power and privilege

Racism

Classism

Colorism

Heterosexism (also known as Homophobia)

+ more

Ableism

Ageism

Anti-Semitism

Sexism

Equity is fairness or justice in the way people are treated.

Equality is the state of being equal, especially in status, rights, and opportunities.

Microaggressions are small or subtle behaviors that occur in casual encounters that judge, accuse, demean or marginalize someone often based on an aspect of identity such as race, age or gender. **Microaggressions can be deliberate or unintentional.**

If...

You overhear a microaggression:

Example: Stated regarding a candidate of color: "Regardless of race, the most qualified person should get the job."

- Identify the message the microaggression is sending, such as you do not belong, you are not intelligent, you are dangerous, etc. In the example above, the message is suggesting that candidates of color may not be the most qualified.
- Depending on the circumstance, ask a question: "Are you suggesting that this person is not qualified enough to do the job?"

You behave microaggressively:

Apologize: I apologize for trying to touch your hair. Moving forward, I will not touch someone without their permission.

If you don't understand the microaggression, do some research on the net to find out more.

You are the recipient of a microaggression:

- Identify the message the microaggression is sending, such as you do not belong, you are not intelligent, you are dangerous, etc. For example, "where is your family from?"
- Depending on the circumstance, ask a question, "Do you think I am not American?"

Managing Fatigue

- **Identify your go-to techniques** – What ally behaviors can you practice so you are prepared address in appropriate behaviors?
- **Sandwich your day** – Start your day and end your day in a way that feels good to you.

- **“How would I address this if...”** – Pretend the person you are having a challenge with is the person you care most about. How would you engage with that person on this topic?
- **Focus on improving your own behaviors** – Being an ally starts with learning about other’s experiences so you can use your privilege. Deprioritize changing the world, change you and the world will follow.