

# *The Practice of Interrupting Microaggressions to Heal and Transform Workplace Conflict*

*Dr. Kami J. Anderson and Dr. Joy L. Wiggins*

---

## *Self-Correcting Behaviors*

- Reflect on your language and behavior
- Pause and breathe if you think you may be sending a micro-message
- Reflect on why you think a certain thing about someone, what's the history behind that thought?
- Internally reflect and change your words and actions
- Check in with the other person to see their interpretation
- Apologize and continue to check in with how you change the thoughts and actions behind the behavior

## *Before entering a context...*

- Know the collective history of the people and space (colonialism, sexism, discrimination based on language, segregation etc)
- Understand your and other people's positions of power in the particular context you are occupying.
- Be more committed to the relationship than you are to your own comfort (dominant groups)
- Understand how social memberships - race, class, gender affect how you are perceived and how you perceive others

## *While within the context be aware of...*

- Being Defensive/Offensive
- Your language and behaviors
- Being/Feeling Misunderstood
- Being/Feeling Belittled or Dismissed
- Being/Feeling Rejected
- Being/Feeling Accused
- Being/Feeling Exposed
- Being/Feeling Tired or Fatigued
- Not being courageous

## *How and when to interrupt bias...*

*Think of a situation where you witnessed or were involved in an incident that you felt was biased.*

- What did you do?
- What stopped you? What prompted you?
- Why?
- If you didn't do anything, what would you have liked to have done?
- If you did something and wanted to re-do it better, what would you like to change?

*From our Book: "From Sabotage to Support: A New Vision for Feminist Solidarity in the Workplace" Coming March 2019!*

Dr. Kami J. Anderson  
[www.kamijandersonphd.com](http://www.kamijandersonphd.com)

©Dr. Kami J. Anderson and Dr. Joy L. Wiggins

Dr. Joy L. Wiggins  
[www.joywiggins.com](http://www.joywiggins.com)

Some resources adapted by Cook Ross