



# Cultivate Inclusion with Microaffirmations

## What is a microaffirmation?

Microaffirmations are small actions you can take to help build inclusive, caring and validating environments. They are the counterpart to microaggressions.

## What is a microaggression?

Microaggressions are negative everyday actions or words rooted in bias or discrimination, directed towards people with marginalized identities.

## Why are they harmful?

Microaggressions may be unintentional or indirect, but their impact is far from 'micro' because of how common they are. They can leave people feeling othered and disrespected.

## How can I practice microaffirmations?



- Practice pronouncing people's names and using their pronouns correctly.
- If someone is spoken over in a meeting, redirect the conversation back to them.
- Be proactive and undefensive about recognising if you've made a microaggression.
- Attend a microaggressions workshop with PESJO.

