



Tunnelling Association of Canada
Association canadienne des tunnels

Equity, Diversity, and Inclusion Moment

Microaggressions

date



What is a microaggression?

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (Merriam-Webster).

Example

You notice someone is repeatedly interrupted in a meeting...

Discuss the following prompts:

- What is your first reaction?
- How could you react?
- How could you intervene?
 - Could intervening be upsetting?
 - Would the other person want you to intervene, or want to handle the situation themselves?
 - If uncertain, you may wish to ask them after so that you know how to react in the future.
 - In what ways can the identities you hold (e.g., gender, race, position of influence, etc.) influence your decision to intervene?



Thank you!

The End