

Fill out a nametag with your  
name and pronouns



# *We agree to:*

- BE RESPECTFUL OF PEOPLE'S BELIEFS
- GAY CAKE
- OPEN-MINDED
- CONFIDENTIALITY! RESPECT NOT EVERYONE IS OUT AT HOME/SCHOOL
- RESPECT PRONOUNS (CORRECT AND MOVE ON)
- BE FRIENDLY
- ASK QUESTIONS
- DON'T JUDGE
- BE INCLUSIVE TO EVERYONE
- SLAY ALL DAY



# *Your Officers!*

President

Vice President

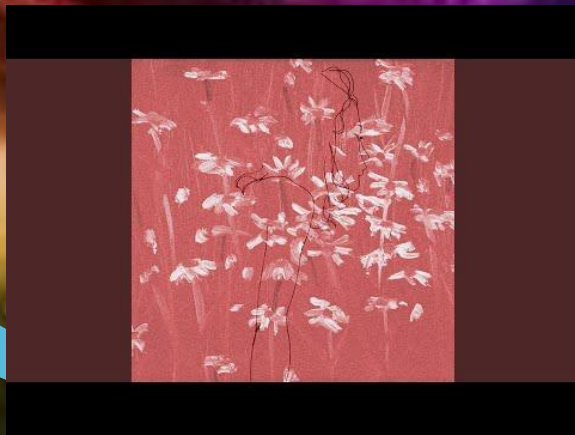
Secretary

Technology



# Queer of the Day

~Girl in Red~



## *Secretary's Announcements*

- Tech has added a Pride playlist to our Google Classroom! If you would like to add a song, respond to them in the "Stream" with the song!
- Attendance
- Next meeting - 11/3 - Put into your phones
  - We will be doing activism work - panel 4 teachers!



## *Ice-Breaker*

What Halloween candy best fits your personality?



Discuss in small groups

Share out 2-3





# *Circle Protocol*

1. Centering
2. Share-Out
  - a. My name is \_\_\_\_\_ and I'm feeling \_\_\_\_\_. And this is my friend \_\_\_\_\_
3. Circle "Work"
4. Appreciations



# MICROAGGRESSIONS

## Definition of Microaggressions

*Microaggressions: everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.*  
- Derald Wing Sue, Ph.D.

Microaggressions may be based on socioeconomic status, disability, gender, gender expression or identity, sexual orientation, race, ethnicity, nationality, or religion. These insults or insensitivities may be exhibited by students or adults within the school community.





# MICROAGGRESSIONS



# HOW TO ADDRESS MICROAGGRESSIONS

## Interrupt

- Interrupting means taking a time out. It shows the person you're talking with that what they've said is important enough to pause your conversation to address - that you need to talk about the comment before you talk about anything else.
  - “Hang on. I want to go back to what you just said.”
  - “Just a second - let's get into your point about...”
  - “Before we talk about that, I want to talk about the language you just used.”
  - “Ouch”



# HOW TO ADDRESS MICROAGGRESSIONS CONT.

## Question

- The goal of questioning is to really understand why the person said what they did.
  - “Why did you call it/them/he/she \_\_\_\_\_?”
  - “Why do you think that?”
  - “Where did you get that information?”



## HOW TO ADDRESS MICROAGGRESSIONS CONT.

- Educate
  - The key to educating is to continue the conversation. The goal here isn't just to provide facts about the topic, but to explain why what they've said needs rethinking. That means to educate folks around the stereotypes associated with microaggressions.
    - “I wonder what that person might think/feel about those words”
    - “My understandings about microaggressions are...”



## HOW TO ADDRESS MICROAGGRESSIONS CONT.

- Echo
  - When someone speaks up against AN ‘ism’, echo them. Thank them, or emphasize or amplify their message any way you can. This not only encourages more speaking up - it also ensures that no one thinks your silence means that you’re OK with stereotypical language.
    - “I agree that the statement sounds racist.”
    - “I support what \_\_\_\_\_ just said about sexism.”

