

Small actions, big impact: Understanding micro-aggressions related to PwD

-  **1** Staring at someone with a visible disability
-  **2** Constantly assuming PwD needs help & offering it
-  **3** Avoiding interacting with PwDs because you don't know what to say or do
-  **4** Asking a PwD about their condition
-  **5** Calling them a PwD or 'diverse hire' instead of their name
-  **6** Suggesting someone asking for reasonable accommodation is being "difficult"

Microaggressions are everyday actions, mostly covert, that communicate hostile, derogatory or negative messages towards a person or a group, based on an aspect of their identity, e.g. race, disability, gender, etc. They can be both verbal and behavioural.

Small actions, big impact: Understanding micro-aggressions related to LGBTQ



You don't look gay!
You look normal



This western culture is ruining our Indian traditions!



Dude, that's so sissy and gay!



"Maybe it's just a phase. Why don't you try going out with someone from the opposite sex."



I don't understand this pronoun business!



So, when you get married, who is the husband and who is the wife?

Microaggressions are everyday actions, mostly covert, that communicate hostile, derogatory or negative messages towards a person or a group, based on an aspect of their identity, e.g. race, disability, gender, etc. They can be both verbal and behavioural.