



IT'S NOT MICRO

Understanding, Challenging and
Preventing Microaggressions

Equality and Diversity UK
www.equalityanddiversity.co.uk

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Foreword

Welcome to **It's Not Micro – Understanding, Challenging and Preventing Microaggressions**.

Microaggressions might seem small on the surface, but their impact runs deep. They're often brushed off, normalised, or left unchallenged, yet they silently undermine confidence, wellbeing, and inclusion across our workplaces.

This course is an opportunity to pause, reflect, and take action.

Whether you've experienced microaggressions, witnessed them, or are unsure what they look like, this training is for you. It's not about blame, guilt or shame. It's about understanding patterns, building confidence to challenge everyday harm, and creating cultures where everyone feels respected, valued and safe.

Why start with the quiz?

Before diving into the course content, we ask you to complete the **Quiz & Reflection Tool** with honesty and openness. This isn't a test, it's a mirror. It helps you identify where you or your organisation currently stand, and where support may be needed. Your responses will enable Equality and Diversity UK to shape a learning experience that truly fits your context and needs.

Act now – Early Bird Offer (until 31 August 2025)

To support as many individuals and organisations as possible in starting this vital work, we're offering a **limited-time early bird discount**:

This isn't just a course, it's a commitment to doing things differently.

‘It’s Not Micro’ – Workplace Microaggressions Training

Microaggressions may seem small, but their impact is significant. 83% of ethnically diverse colleagues say they’ve experienced microaggressions at work, yet only 4% see them being addressed.

‘It’s Not Micro’ is not just training – it’s a catalyst for lasting change.

Why Attend?

- ✓ Understand what microaggressions are and how they show up in the workplace
- ✓ Explore the impact on individuals across race, gender, neurodivergence, religion, sexuality, trans identity and more
- ✓ Learn practical ways to recognise, respond to and challenge microaggressions
- ✓ Build confidence to act as an ally and foster inclusion

Make Inclusion Real

Actions not just words/awareness: Book this training and give yourself/your team the tools to:

- Speak up
- Support others
- Shape a safer workplace

Contact us today to book a session or request a tailored offer.

info@equalityanddiversity.co.uk

Do You Know What Microaggressions Are? – Quiz & Reflection Tool

This quiz is designed to raise awareness and support personal and organisational reflection on how microaggressions show up – and are addressed – in your workplace.

Please answer honestly. Your responses will help you identify your current needs and enable Equality and Diversity UK (EDUK) to tailor the training to best support your team. There are no right or wrong answers – just a valuable opportunity to reflect, learn, and plan for meaningful action.

1. Do you know what microaggressions are?

- ☐ Yes
- ☐ No
- ☐ Not sure

2. In your opinion, how often do microaggressions occur in your organisation?

- ☐ Never
- ☐ Rarely
- ☐ Occasionally
- ☐ Very often
- ☐ Daily
- ☐ Not sure

3. Is the majority of people in your organisation aware of microaggressions?

- ☐ Not at all aware
- ☐ Somewhat aware
- ☐ Very aware
- ☐ Fully aware
- ☐ Not sure

4. How often are microaggressions called out in your organisation?

- ☐ Never
- ☐ Rarely
- ☐ Occasionally
- ☐ Very often
- ☐ Daily
- ☐ Not sure

5. How comfortable are people in your organisation calling out microaggressions?

- ☐ Not comfortable at all
- ☐ Somewhat comfortable
- ☐ Comfortable
- ☐ Very comfortable
- ☐ Not sure
- ☐ They don't know what microaggressions are

6. What does your organisation do to prevent microaggressions? (Tick all that apply)

- ☐ Nothing specific
- ☐ Encourages open discussions and feedback
- ☐ Offers support to affected colleagues
- ☐ Creates a safe environment to challenge/report microaggressions
- ☐ Organises training and workshops
- ☐ Has clear policies/guidelines on microaggressions
- ☐ Has reporting systems that staff are aware of
- ☐ Takes meaningful action when microaggressions are reported

7. Do you think microaggressions continue in your organisation because they are seen as 'normal' or 'acceptable'?

- ☐ Totally disagree
- ☐ Disagree
- ☐ Neither agree nor disagree
- ☐ Agree
- ☐ Totally agree
- ☐ Not sure
- ☐ Microaggressions don't happen here

8. Do you have access to tools/resources to tackle microaggressions?

- ☐ No access at all
- ☐ Limited access
- ☐ Moderate access
- ☐ Enough access
- ☐ Plenty of access
- ☐ Not sure

9. How much time do you have to implement solutions to tackle microaggressions?

- ☐ No time at all
- ☐ Limited time
- ☐ Moderate time
- ☐ Enough time
- ☐ Plenty of time
- ☐ Not sure

10. How confident are you in delivering solutions to tackle microaggressions?

- ☐ Not confident at all
- ☐ Slightly confident
- ☐ I can do it with the right support
- ☐ Very confident
- ☐ Extremely confident
- ☐ Not sure

11. Are there enough experienced facilitators in your organisation to support anti-microaggression efforts?

- ☐ Yes
- ☐ No
- ☐ Not sure

It's Not Micro – Understanding, Challenging and Preventing Microaggressions: Course Outline

Aims: This course aims to:

- Increase awareness and understanding of microaggressions and their harmful impact on individuals and workplace culture.
- Equip participants with the tools to recognise, respond to, and challenge microaggressions constructively.
- Promote inclusive behaviours that support ethnically and culturally diverse colleagues and those from marginalised groups.
- Build confidence in taking action—whether as a target, bystander, or leader—to create an environment where inclusion is the norm and silence is no longer the default.

Outcomes: By the end of the course, participants will be able to:

1. Define microaggressions and identify different types (verbal, behavioural, environmental).
2. Understand the cumulative and psychological impact of microaggressions.
3. Recognise microaggressions across identities (race, neurodivergence, gender, etc).
4. Explore barriers to addressing microaggressions.
5. Practice effective responses to challenge microaggressions.
6. Reflect on organisational culture and identify improvement steps.
7. Commit to personal and collective actions for inclusion.

Content

- What Are Microaggressions?
- Who's Affected and How
- Why Aren't They Challenged?
- Recognise – Respond – Repair
- Organisational Culture Check
- Taking it Forward

Tools and Resources Included

- “Do You Know What Microaggressions Are?” self-assessment quiz
- Real-life scenarios
- Challenging Microaggressions: Quick Response Toolkit
- Organisational audit checklist
- Personal action planner and workbook
- Post-training pledge template
- Evaluation and feedback form