

## A FRIENDLY, MULTICULTURAL WORKPLACE

### Module II: EFFECTIVE ALLIANCE. From microaggression to microaffirmation

#### OBJECTIVES

The material in this module will enable to:

- increase knowledge of **what microaggressions are** and how they relate to the mechanism of to the mechanisms of discrimination;
- increase knowledge of the **role of alliances in tackling discrimination**;
- increase knowledge of the **principles of effective alliances**;
- increase motivation to **actively engage in creating an inclusive working environment**.

#### SUGGESTIONS FOR TRAINING EXERCISES

1. **What spoils the atmosphere at work?** After presenting the definition of microaggressions, divide the participants into groups and ask each group to write down as many examples of microaggressions that they can observe in their workplace. When the groups have finished and presented the results of their work, open a discussion on the causes of such behaviour and its impact on the well-being of individuals in the team.
2. **Responding to microaggressions.** Return to the list of microaggressions that was created earlier. Ask people in the meeting how they usually respond to these behaviours. Discuss when it is easy for us to resist and when we choose silence and non-response.
3. **Look for a counterbalance.** After presenting the definition of microaggressions, ask participants to make as long a list as possible of behaviours that can provide a good counterbalance to micro-aggressions and make the atmosphere in our team friendlier.

#### SUGGESTIONS FOR FOLLOW-UP QUESTIONS FOR THE DISCUSSION

1. Which **people** in your organisation need your support the most?
2. In what **situations** can your alliance be most useful?
3. What do you need to be able to **respond effectively** to irregularities?