

**What participants are learning in and saying about
ICT's Unpacking Microaggressions Training:**

"Beautiful Job, Sandra!!!"

"Thank you, Sandra!"

"Thank you for this training!"

"As folks were offering up examples of microaggressions, I was reminded of a question I received [earlier] about reconsidering the use of the term 'blacklist' and 'whitelist' and using 'allow list' and 'deny list' instead. This suggestion was not about the origin of the meanings of the terms but more about the prevalence of the harmful associations in our language that black is associated with 'bad' and 'white' is associated with good . (And why, in 2019 Google and Microsoft started using 'blocklist' and 'allow list' instead.)" Some may find this a useful example of a way in which microaggressions, and unconscious bias can intersect."

"During this training, I learned that 'micro' refers to the scale, not the impact."

"I learned that we often use microaggressions without intentions of hurting and unknowingly do so."

"After this training, I have a better understanding of the three types of microaggressions."

"While I was familiar with [the term] microaggressions, I was not aware of the different types. This training has deepened my understanding. Thank you!"

"I learned about the 4 words of DEI and how to be able to identify the different microaggressions."

"I learned that microaggressions are more common in some groups of people than others."

"I learned that equity and equality are not the same."

**What participants are learning in and saying about
ICT's Unpacking Microaggressions Training:**

"During this training, I learned that asking a question is not wrong so long as you slow down, think about it, and ask appropriately."

"I learned to be mindful of my words."

"I learned the importance of recognizing our own biases."

"I learned the importance of extending Grace [to others]...we all have biases."

"I learned to not avoid conversations."

"I learned the importance of avoiding and responding to microaggressions."

"I learned that equity is about giving people what they need to be successful."

"I learned that your words have meaning even if you don't know it."

"I learned how to choose [my] words [carefully]."

"I learned about the three different types of microaggressions."

"I learned that microaggressions happen in many forms."

"I learned that bias and prejudice lead to discrimination and oppression over the long run."

"I learned that everyone has biases."

"I learned that Chester Pierce and Dr. Sue researched microaggressions."