

<p style="text-align: center;"><b>Mechanisms of Oppression</b> (Pharr, 1988 Adapted by Hutchison, 2015)</p>	<p style="text-align: center;"><b>Characteristics of White Supremacy Culture</b> Adapted from The Emperor Has No Clothes, Okun (2010) italics, Arroyo, C., 2016</p>
<p><b>Economic Power and Control</b> Limiting of resources, mobility, education, and employment options to all but a few</p>	<p><b>Perfectionism</b> <i>If it is not perfect, it is worthless</i></p>
<p><b>Myth of scarcity</b> Myth used to pit people against one another; suggests that resources are limited and blames people (e.g. poor people, immigrants) for using too many of them</p>	<p><b>A Sense of Urgency</b> <i>Getting it done quickly is as, or more, important than getting it done right</i></p>
<p><b>Defined Norm</b> A standard of what is good and right, against which all are judged</p>	<p><b>Defensiveness and/or Denial</b> <i>But...is often our first thought when we hear something that does not fit with our current understanding</i></p>
<p><b>The Other</b> Those who fall outside “the norm” but are defined in relation to it; seen as abnormal, inferior, marginalized</p>	<p><b>Quantity over Quality</b> <i>More is better or can mask sub-par quality</i></p>
<p><b>Invisibility</b> Keeping “the other’s” existence, everyday life, and achievements unknown</p>	<p><b>Worship of the Written Word</b> <i>If it isn’t written down, it didn’t happen</i></p>
<p><b>Distortion</b> Selective presentation or rewriting of history so that only negative aspects of “the other” are included</p>	<p><b>Belief in One “Right” Way</b> <i>There is one solution that we must find and implement</i></p>
<p><b>Stereotyping</b> Generalizing the actions of a few to an entire group, denying individual characteristics and behaviors</p>	<p><b>Paternalism</b> <i>We know better and can do it better than...</i></p>
<p><b>Violence and the Threat of Violence</b> Laying claim to resources, then using might to ensure a superior position</p>	<p><b>Binary Thinking</b> <i>It has to be one way or the other</i></p>
<p><b>Lack of Prior Claim</b> Excluding anyone who was not originally included and labeling as disruptive those who fight for inclusion</p>	<p><b>Power Hoarding</b> <i>Giving up power is scary</i></p>
<p><b>Blaming the Victim</b> Condemning “the others” for their situation, diverting attention from the roles that dominants play in the situation</p>	<p><b>Fear of Open Conflict</b> <i>Don’t show your true emotions</i></p>
<p><b>Internalized Oppression</b> Internalizing negative judgments of being “the other,” leading to self-hatred, depression, despair, and self-abuse</p>	<p><b>Individualism</b> <i>One person’s needs can trump the good of the group</i></p>
<p><b>Horizontal Hostility</b> Extending internalized oppression to one’s entire group as well as to other subordinate groups, expressing hostility to other oppressed persons and groups rather than to members of dominant groups</p>	<p><b>Progress Defined as “More”</b> <i>We feel we are moving forward if there is something tangible to produce</i></p>
<p><b>Isolation</b> Physically isolating people as individuals or a “minority” group</p>	<p><b>Right to Profit</b> <i>I invested my money in this, I should get...</i></p>
<p><b>Assimilation</b> Pressuring members of “minority” groups to drop their culture and differences and become a mirror of the dominant culture</p>	<p><b>Objectivity</b> <i>Let’s step back and look at this rationally (emotions automatically assume irrationality)</i></p>
<p><b>Tokenism</b> Rewarding some of the most assimilated “others” with position and resources</p>	<p><b>Right to Comfort</b> <i>That is outside of my comfort zone</i></p>
<p><b>Emphasis on Individual Solutions</b> Emphasizing individual responsibility for problems and individual solutions rather than collective responsibility and collective solutions</p>	

Microresistance Strategies for Potential Allies  
(Strategies for combatting microaggressions interpersonally)

<p style="text-align: center;"><b>Check In</b></p> <p>Ask one or more of the following:</p> <ol style="list-style-type: none"> <li>1. Do you want/would it be helpful to discuss/debrief?</li> <li>2. How do you feel?</li> <li>3. What do you need?</li> <li>4. Anything else?</li> </ol> <p>***Always be careful not to put the burden of responsibility/emotions/next steps on the victim, and always take into consideration what they have already requested in prior circumstances.</p>	<p style="text-align: center;"><b>Find Out More</b></p> <p>Sometimes we want to intervene but we are unsure if a microaggression has even occurred or we don't feel we have relevant information to make the situation any better. If you find yourself in this situation take some time to seek and find what is needed through academic articles/texts, literature, art, media, and/or via appropriate conversations with willing friends/relatives/experts from the marginalized identity that are hoping to better understand/engage. Remember to ask the following:</p> <ol style="list-style-type: none"> <li>1. Is my research current or seminal?</li> <li>2. Is it from a reputable source?</li> <li>3. Have I consulted the voices of those who have been oppressed?</li> </ol>
<p style="text-align: center;"><b>OTFD</b> (Ganote , Souza &amp; Cheung, N.D)</p> <p>Tell the one who has aggressed what you observe, think, feel and want instead.</p> <p>(What do I) <b>Observe:</b></p> <ul style="list-style-type: none"> <li>• Provide Empirical Data: What did you see, hear, taste, smell, feel?</li> </ul> <p>(What do I) <b>Think:</b></p> <ul style="list-style-type: none"> <li>• Provide Relevant Data (research, resources, counter-stories)</li> <li>• Provide your opinion/belief</li> </ul> <p>(What do I) <b>Feel:</b></p> <ul style="list-style-type: none"> <li>• For example: Offended, Confused, Sad, Frustrated, Angry</li> </ul> <p>(What do I) <b>Desire</b></p> <ul style="list-style-type: none"> <li>• I'd prefer/like it if...</li> <li>• In the future I would rather...</li> <li>• Instead of _____, please...</li> </ul> <p>Please consider trying, reading, watching,</p>	<p style="text-align: center;"><b>Self-Care</b></p> <p><b>If you are the individual who has been microaggressed, if you are in a mental health crisis, or otherwise in danger outside of your own moral conviction, choose one or more self-care from the multidimensional list below.</b></p> <p>Additionally, we cannot intervene at all times to our highest capacity, sometimes we have to take care of ourselves or rest up in order to be effective and enduring long-term allies. This option should be considered with extreme self-honesty.</p> <ul style="list-style-type: none"> <li>• Practical: Walk away and avoid engaging the situation further</li> <li>• Physical (eat well, rest, exercise, explore, play games, engage nature, etc.)</li> <li>• Emotional: (debrief, journal, exercise, pray/meditate)</li> <li>• Spiritual:</li> <li>• Mental</li> <li>• Social</li> </ul>

Macroresistance Strategies for Potential Allies  
(Strategies for changing systems and processes)

<p style="text-align: center;"><b>Interrogate</b> (Questioning People and Systems)</p> <ul style="list-style-type: none"> <li>• <b>Ask “why”</b> and other challenging questions of people in power to seek clarity about their language/actions. “What are we going to do to change things? By when? How? Who do I need to speak to?”</li> <li>• <b>Identify potential allies</b> willing to ask hard questions and offer answers along with you.</li> <li>• <b>Check in</b> with individuals/groups who might have been negatively impacted by a situation, program, policy to help you have a sense of what to question with power-players. Practice Counterintuitive Solidarity.</li> <li>• <b>Use survey, focus group, &amp; feedback loops</b> to gather circumstance/agency specific data in order to better hold systems accountable.</li> </ul>	<p style="text-align: center;"><b>Disrupt</b> (Interrupting Ignorance and Hate)</p> <ul style="list-style-type: none"> <li>• <b>Say “stop”</b>, “wait a second”, “please don’t”, “that’s not true” etc...</li> <li>• <b>Provide relevant data.</b> “Did you know?” or “Have you seen/heard/read/watched?”</li> <li>• <b>Provide correction</b> or modeling for misinformation, out of date language, etc. (In the moment, or at a later time)</li> <li>• <b>Lead or commission a training</b> on language, practices, processes</li> <li>• <b>Report/Turn in</b> “ist” or “ic” behavior</li> <li>• <b>Refuse to participate/boycott</b></li> <li>• <b>Make a scene/protest</b></li> <li>• <b>Run/volunteer for office/leadership position</b></li> </ul>
<p style="text-align: center;"><b>Advocate</b> (Using our Voices and Bodies for Change )</p> <ul style="list-style-type: none"> <li>• <b>Meet</b> with a power player</li> <li>• <b>Levy privilege and pass the Mic</b></li> <li>• <b>Spend/Donate/Raise Money</b></li> <li>• <b>Raise awareness</b> online or in person (beware of virtue signaling)</li> <li>• <b>Vote/Campaign</b> for candidate/team leader/award winner to see change</li> </ul>	<p style="text-align: center;"><b>Create</b> (Using our talents/skills)</p> <ul style="list-style-type: none"> <li>• <b>Make space:</b> offer/highlight diverse storytelling/counter-storytelling (through language, art, media, etc.)</li> <li>• <b>Start a group</b> (support/educational/task)</li> <li>• <b>Write a policy/process</b></li> <li>• <b>Write a curriculum</b></li> <li>• <b>Replace or overhaul a tradition</b></li> <li>• <b>Develop a program</b></li> <li>• <b>Make art/media</b> that speaks to difference/justice</li> </ul>