Steps to take

What you can do as an individual

1. Be proactive in educating yourself about diversity and inclusion.
2. Be mindful of making comments about someone. These can be unintentional micro-aggressions.
3. Use inclusive language, which is language that does not perpetuate prejudice, stereotypes, and discrimination.
4. Listen to people who are different from you, and take them seriously, do not dismiss their experiences.
5. Be aware of your privileges.
6. When you see someone is being excluded, speak up.
7. If you have experienced any undesirable behaviour such as discrimination, you can always go to a confidential counsellor.

Micro-aggressions are verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative racial slights and insults to the target person or group. They usually stem from a place of ignorance or ignorance, and whether it is said with or without the intention to harm the person, microaggressions can be characterized by their harmful consequence. See this video for more explanation: https://www.youtube.com/watch?v=-hD3B1aKx5S

Some examples:
- Not everyone uses the or the pronouns. Some people prefer they. Try to find out how an individual refers to themselves and use their right pronoun.
- Statements such as “that’s so gay” or “I don’t like it” can be experienced as demeaning and reinforce stereotypes.
- Slurs, name-calling, and pejorative language are highly offensive and inexcusable. People of colour is currently the most commonly used expression to describe those who do not consider themselves to be white.
- Sexist language is also frequent, for example, when people refer to women in a derogatory way. When men experience discrimination, it is often referred to as “sexism.” The same goes for using words such as schitz, psycho, and fascist in a derogatory way.

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