

Microaggressions Toolkit

“LET UP”: A Systematic Approach to Responding to Cultural Bias

LET UP	Internal Processing	Goal
L isten:	What about this triggers you?	Make sure you are hearing the person, not your triggers
E mpathize:	Honor your own history and pain	Allows you to honor their own history and pain
T ell your story:	Prepare for strategic self-disclosure	Collaborative model, authenticity, reveals the elephant in the room
U nderstand:	Reflect on your role in the larger system of bias, prejudice, and racism	Understand the person's individual experiences related to the bias, prejudice, and racism. Reflect on the person's experiences of fear, trauma, lack of exposure, and anger
P sycho-educate:	Use your expertise to correct unhelpful/unhealthy thinking patterns	Make it clear that you do not collude with bias, prejudice, and racism

Crawford, D. E., Patel, M., Chomilo, N. T., Krug, L., Glusman, M., & Kaplan-Sanoff, M. (2019). "LET UP": A Systematic Approach to Responding to Cultural Bias in Health Care. ZERO TO THREE, 40(2), 10-17.

Links for References & Resources

How Well-Meaning Therapists Commit Racism

"LET UP": A Systematic Approach to Responding to Cultural Bias in Health Care

Microaggressions: Clarification, Evidence, and Impact

Microaggressive Experiences of People with Disabilities

Preventing Racial, Ethnic, Gender, Sexual Minority, Disability, and Religious Microaggressions: Recommendations for Promoting Positive Mental Health (p. 22-27)

Racial Microaggressions in Everyday Life: Implications for Clinical Practice

Recognizing Microaggressions

Strategies for Facilitating Difficult Conversations



Website: www.rcwarnerconsulting.com

Email: rcwarnerconsulting@gmail.com

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