

# WORDS YOU SHOULD LEARN TO BECOME A BETTER ALLY



  
**POWHER**  
*Consulting*

*Microaggressions and ableism are two terms to add to your working vocabulary as you become a better ally.*

# Microaggressions

*Microaggressions are behaviors or actions – whether accidental or purposeful – that subtly undermine someone’s identity by playing into stereotypes or biases aimed at historically marginalized groups.*



# *How is This Used?*

*When you tell me I am “so well spoken”, its hard not to read that as a microaggression.*



# Ableism

*Ableism is social prejudice against people with disabilities. Ableism and ableist language assumes that a disability is something that needs to be “fixed.”*



# How is This Used?

How is this used: Words like 'stupid,' 'insane,' 'crazy,' 'lame,' or 'dumb,' are ableist and stigmatize marginalized groups.





*Shantera Chatman*