



Ask yourself the following questions:

Do you feel included, respected, valued?
What behaviors shut people out?
What behaviors encourage everyone's participation?

Your answers will bring better understanding of how to recognize and send positive micro-messages and how to minimize your sending of micro-inequities.

Try these to Send Positive Micro-Messages Every Day!

1. Pay attention to what micro-messages you are sending
2. Learn about what causes you to send micro-messages, whether good or bad



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu |
new.wellesley.edu/diversityandinclusion

Micro-messaging: More Than Just Words



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu |
new.wellesley.edu/diversityandinclusion

WELLESLEY COLLEGE

PARTNERSHIPS FOR DIVERSITY AND INCLUSION



We live and work within a diverse Wellesley College campus community. We also bring our personal experiences and cultural histories to our campus and those experiences and histories influence our everyday interactions with others.

Micro-messages are small behaviors that have a big impact. Subtle, semi-conscious, universally understood messages, both verbal and physical, tell others what we really think about them. There are two kinds of micro-messages: micro-affirmations (positive messages) and micro-inequities (negative messages).

Over time micro-inequities devalue and discourage a person, while micro-affirmations value and encourage a person. Impact signs of persistent micro-inequities may be recognized from statements like: “I don’t feel welcome,” “I don’t feel supported,” or “I feel invisible.”

What Have We Learned?

- Micro-messages may be positive or negative
- Over time these messages impact others
- Our upbringing impacts how we send and interpret micro-messages
- We can recognize the impact signs of micro-inequities



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu | new.wellesley.edu/diversityandinclusion

WELLESLEY COLLEGE

PARTNERSHIPS FOR DIVERSITY AND INCLUSION



Micro-Inequity triggers to look out for include 1) comfort with familiarity, 2) discomfort with the unfamiliar, and 3) the perception of differences as dangerous or of lesser value are triggers for micro-inequities. Pay attention to situations where you are uncomfortable or find yourself making assumptions about others.

Examples of micro-inequities: 1) dismissive facial expressions and vocal tones, 2) reserved body language, and 3) acting disinterested

Examples of micro-affirmations: 1) positive facial expressions and vocal tones, 2) friendly body language, and 3) active, interested listening.

What Have We Learned?

- We should monitor ourselves when in situations that may lead to us sending micro-inequities
- We can choose to send micro-affirmations rather than micro-inequities
- Differences may cause us to send micro-inequities
- Similarities may cause us to send or micro-affirmations



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu | new.wellesley.edu/diversityandinclusion

WELLESLEY COLLEGE

PARTNERSHIPS FOR DIVERSITY AND INCLUSION



WELLESLEY COLLEGE

PARTNERSHIPS FOR DIVERSITY AND INCLUSION



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu |
new.wellesley.edu/diversityandinclusion



106 Central Street, Wellesley, MA 02481 | partnerships@wellesley.edu |
new.wellesley.edu/diversityandinclusion