



# Take A.C.T.I.O.N. against microaggression

A

## Ask

Ask clarifying questions to assist with understanding the microaggressor's intentions.

“ I want to make sure I understand what you were saying. Were you saying...?”

C

## Come from curiosity, not judgment.

Listen actively and openly to their response. Be aware that there are things you might not know about the person or situation that may be influencing what is said.

T

## Tell others

Tell others what you observed as problematic in a factual manner.

“ I noticed that...”

I

## Impact consideration

Ask for or state the potential impact of such a statement or action on others.

“ What do you think people think when they hear that type of comment?”

O

## Own your response

Own your own thoughts and feelings around the impact by using first-person language.

“ When I hear your comment, I think/feel...”

N

## Next steps

Request appropriate action be taken and check in with the target of the microaggression.

“ I'd appreciate it if you'd stop making these types of negative comments, because...”

Content curated from: Souza, T. J. (2018), Responding to Microaggressions in the Classroom: Taking A.C.T.I.O.N., online article in Faculty Focus Premium, Madison, WI: Magna Publication; Ganote, C. M., Cheung, F. Souza, T. J. (2015), *Don't Remain Silent! Strategies for Supporting Yourself and Your Colleagues via Microresistance and Ally Development*, featured article in POD Diversity Council White Paper; [Learning Forum SuperCamp](#) (2016), accessed 2018