

PRACTICE TAKING ACTION to address microaggressions

 A	 C	 T	 I	 O	 N
Ask clarifying questions.	Curiosity can encourage conversation.	Tell what you observed, specifically and using details.	Impact discuss potential impact.	Own your own thoughts.	Next steps.
Consider Asking "Can you please explain what you meant by that?" This can be asked in a number of ways. Remember tone is everything.	Consider This Tip Curiosity may encourage conversation and reduce defensiveness.	Consider Saying "I noticed that you [...] and it made me pause."	Consider Saying "I am concerned that may be hurtful or misconstrued..."	Consider Saying "That comment makes me uncomfortable because..."	Consider Saying "Thanks so much for talking this through with me - we all have so much to keep learning, and I encourage you to stay as open as you were today."

In the table below, you will find common microaggressions as well as settings in which they may occur. In this exercise, we will “real” play using the ACTION (Ask, Curiosity, Tell, Impact, Own, Next) method to consider how you might address the appearance of a microaggression in the work or learning environment.

With your group, choose one of the microaggressions in column A, and a scenario in column B. Then, designate two people to conduct the real play: One will be the person perpetuating the microaggression, and the other will be taking the ACTION steps to respond.

Microaggression	Setting
A. "There is only one race, the human race"	G. ...In your team meeting
B. "I believe the most qualified person should get the job."	H. ...In a one on one meeting with your supervisor
C. "Why do you always have to bring race into it?"	I. ...In a zoom meeting with a colleague
D. "I'm not a racist, I have several Black friends and my partner is Black."	J. ...at a work social gathering
E. "I don't see color."	K. ...In a text exchange with a coworker
F. "I read that people who identify as Black are more likely to find this issue important. _____how do you feel about this issue?"	L. ...with a group of your colleagues

The remaining members of the group (1-2 people) will serve as observers who will share back their observations using the TAG (tell, ask, give) strategies below, following the real play.

Tell Some things you like	Ask Thoughtful questions	Give Positive suggestions
<p>I like how you...</p> <p>What really wowed me was...</p> <p>The best part of your work is...</p> <p>I connect with...</p> <p>I enjoyed your work because...</p> <p>It made me smile when...</p>	<p>Why did you...</p> <p>How will you...</p> <p>What did you mean by...</p> <p>Why is...</p> <p>Did you consider...</p> <p>I am wondering...</p>	<p>One suggestion is...</p> <p>You might change...</p> <p>I am confused by...</p> <p>I think you should add...</p> <p>You might consider...</p> <p>Do you think you should...</p>