

Microaggression Intervention Model

Inquire: Ask the speaker to elaborate. This will give you more information on where they are coming from and may help the speaker understand what they are saying.

- To a person of color:
 - “I don’t believe in race...?”
 - “So, what do you believe in? Can you elaborate more on that?”
- To a person of Asian descent:
 - “You all are good at math. Can you help me with this problem?”
 - “Can you elaborate more on that?”
 - “I heard you say that all Asians are good at math. What makes you believe that?”



Reframe: Create a different way to look at the situation.

- To a woman of color:
 - “I would have never guessed you are a scientist.”
 - “I’m wondering what message this is sending her. Do you think you would have said this to a white male?”



Rephrase and Reflect: Reflect back to the speaker the essence of what they said. This demonstrates an understanding and reduces defensiveness by both you and the speaker.

- “Everyone can succeed in this society if they work hard enough.”
- “So, you feel that everyone can succeed in this society if they work hard enough.
- Have you met any hardworking people who struggle to make ends meet?”



Preference Statements: Clearly communicate a preference rather than stating them as demands or having others guess what needs to happen.

- Taking over a woman in a group of all men.
 - “I would like to participate, but I need you to let me finish my thought.”
- Someone makes a racist, sexist, or homophobic joke.
 - “I didn’t think that was funny and I would like you to stop.”



Revisit: Even if the moment has passed, go back and address the microaggression. Research indicates an unaddressed microaggression can leave just as much of a negative impact as the microaggression itself.

- To a woman:
 - “Of course he’ll get tenure, he’s a minority!”
 - “Let’s rewind for a moment to what you just said yesterday. You said you believe that he will get tenure just because of his race. I thought it was inappropriate and wanted to check in with you.”

