

BREAKING THE BIAS HABIT®

A workshop to promote a diverse, welcoming, and inclusive campus

Actions to take to address microaggressions*

	I committed a microaggression	I witnessed a microaggression	I received a microaggression
Act in the moment	<ul style="list-style-type: none"> • Acknowledge and believe the person • Accept that perception is reality • Don't get defensive • Accept responsibility • Apologize • Offer to make amends 	<ul style="list-style-type: none"> • Interrupt the behavior and/or name the offense by: <ul style="list-style-type: none"> ○ Asking a question (i.e. "why is that funny?" "What do you mean by that?") ○ Stating your own values that counteract the offensive behavior ○ Speak to shared values (i.e. "We value diversity in our department") ○ Appeal to local policies (i.e. "This department does not support sexism") ○ Publicly support the aggrieved party • If somebody else stands up, second and support them 	<ul style="list-style-type: none"> • Speak up (i.e. "I deserve to be treated with respect," "I was next in line") • Don't speak up—decide you do not feel like educating people today • Object but defer (e.g., "I am not interested in having this conversation right now, but you should know I'm not okay with what you said.") • Ask a question (e.g., "why would you think that?") • Rely on your allies for support • Deflect defensiveness by acknowledging that we all have stereotypes (i.e., "I know we all have stereotypes, but I clearly am ...")
Act later	<ul style="list-style-type: none"> • Educate yourself, learn why your action was a microaggression • Write a letter of apology • Learn the lesson • Be open to feedback 	<ul style="list-style-type: none"> • Talk privately with the actor • Report the act to an authority • File a complaint • Reaffirm your support for the aggrieved party • Start a group dialogue • Use incidents to teach tolerance • Advocate for resources and training • Set limits for the future (i.e. "Please don't tell racist jokes in my presence") 	<ul style="list-style-type: none"> • Report the act to an authority • File a complaint • Seek out a community of support

*These actions and advice are derived from the resources/strategies for intervening listed on the next page of this document and on the research articles cited.