Take **A.C.T.I.O.N.**

**AGAINST MICROAGGRESSIONS**

Microaggressions are verbal or behavioral instances of relatively subtle indignities, slights, or insults that contribute to a hostile, derogatory, or negative environment. Because microaggressions can be unintentional and indirect, they can seem inconsequential in the moment. However, microaggressions become a cumulative burden over time, creating a tense culture and impacting the recipient’s well-being.

Raising our own awareness is key to preventing microaggressions and fostering a safe, inclusive environment for all. Beyond that, we can be ready allies and stop microaggressions when they occur.

**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…?”

**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.

**Tell others**

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

> “I noticed that…”

**Impact consideration**

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

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

**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…”

**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…”

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**Additional Resources**


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