

ADDRESS it!

Directions:

Choose 1-2 examples of microaggressions and exclusionary situations. Write each one in the left-hand column. Then discuss and note how you could ADDRESS the situation in the other column.

Consider as you discuss:

- What is the probable impact if **no one speaks up** in this situation?
- What could be the **positive outcomes if someone does intervene** and speak up?
- What could you do to **ADDRESS*** the situation?

- A** = Acknowledge (that something occurred)
- D** = Dialogue (in the moment or afterwards)
- D** = “Document” (tell someone; use the Bias Reporting System)
- R** = Redirect (the conversation)
- E** = Educate (the person)
- S** = Stop (the exclusionary behavior)
- S** = Support (the people impacted)

| Microaggression, Exclusionary Situation | WHAT COULD YOU DO? |
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