

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.

A

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...?"

C

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.

T

Tell others

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

"I noticed that..."

I

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?"

O

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..."

N

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..."

Additional Resources

- Souza, T. J. (2018). Responding to Microaggressions in the Classroom: Taking A.C.T.I.O.N. *Faculty Focus Premium*, Madison, WI: Magna Publication
- Ganote, C.M., Cheung, F., & Souza, T. J. (2015). Don't Remain Silent! Strategies for Supporting Yourself and Your Colleagues via Microresistance and Ally Development. POD Diversity Council White Paper
- Cheung, F., Ganote, C.M., & Souza, T.J. (2016). Microaggressions and microresistance: Supporting and empowering students. *Faculty Focus Special Report: Diversity and Inclusion in the College Classroom*. Magna Publication.



Have you encountered a bias incident on campus? **Here's what to do next.**

All UNMC Students, Staff, Faculty and House officers:

- » Submit a report bit.ly/UNMC-BART

UNMC College of Medicine Students and House officers:

- » Medical students can submit curriculum feedback to the Office of Medical Education bit.ly/COM-Feedback
- » Medical students, please contact your block, clerkship, or rotation director OR the Office of Student Affairs: Wendy Grant, MD wgrant@unmc.edu or Alan Erickson, MD arerickson@unmc.edu
- » House officers, please contact your Program Director OR the GME Office: Chandra Are MD care@unmc.edu or Vicki Hamm vhamm@unmc.edu

UNMC Staff, Faculty and House officers can also contact:

- » Employee Relations employeerelations@unmc.edu
- » Compliance Hotline 1-844-348-9584 or nebraska.ethicspoint.com