

# Responding to MicroAggressions (4 Steps)

01

INVENTORY

Take a personal **inventory** of your feeling, reactions, and emotional state of being.

- Know that what you are feeling is legitimate.
- Identify and acknowledge your emotions.
- Check in with yourself
- What you are feeling will help you determine how to proceed.

02

INVESTMENT

What is your **investment** in the situation?

- Consider the importance of the people involved, the environment, and the situation.
- The action you choose should reflect the importance of the people involved.
- Do not feel pressured to respond to every incident.

03

IMPACT

What might be the **impact** of an intervention?

- Know that the response to your intervention could be negative or positive.
- If you are interceding, will your action be appreciated?
- How might your actions be interpreted.

04

INTERVENTION

Decide how and when you would like to **intervene**.

- It can be in the moment with a quick comment or question.
- it can be after the situation has taken place with a conversation or meeting.
- it can be a gentle, nonconfrontational action or it can be a bold and disruptive.

Take a personal **INVENTORY**.  
Discern what your **INVESTMENT** is in this situation.  
Think about the **IMPACT** you will have.  
Decide what type of **INTERVENTION** you want to make.



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