Microintervention strategies **Directed Toward Perpetrator Directed Toward Institutional Directed Toward Societal** Microaggressions Macroaggressions Macroaggressions Make the "Invisible" Visible Undermine the meta-· Keep a log of inequitable practices as Create partnerships with academic communication vou see them institutions to analyze data related Make the meta-communication • Run your observations by allies who to disparities in education, health can corroborate care, employment Challenge the stereotype Solicit feedback from fellow Disseminate research on disparity Broaden the ascribed trait to a trends to general public and media coworkers/students universal human behavior Monitor trends around recruiting, Organize peaceful demonstrations Ask for clarification hiring, retention, promotion Disarm the Microaggression/Macroaggression Express disagreement Boycott, strike, or protest the Protest political leaders who State values and set limits institution reinforce inequity and division/ · Describe what is happening Request meetings with intermediary or support those who do not senior leadership to share perspectives Use an exclamation Revise and veto unjust community · Use non-verbal Exercise right to serve on boards to policies, practices, and laws

Educate the Offender

Delineate financial repercussions of

continued macroaggressions

· Notify press or other media outlets

- · Point out the commonality
- Appeal to the offenders values and principles
- Differentiate between intent and impact
- Promote empath

communication

· Interrupt and redirect

- Point to how they benefit
- Describe the benefits of workforce diversity

voice your concerns

- Institute long-term mandated training on cultural sensitivity for all levels Infuse multicultural principles into organizational mission and values
- Raise children to understand concepts like prejudice,

Attend televised town hall

Lobby to your congressmen or

meetings to voice your concerns

senators

- discrimination, and racism. Challenge silence/lack of response to macroaggression
- Identify shared mutual goals among people
- Increase community's exposure to positive examples of diverse cultures to offset negative stereotypes and biases

Seek External Intervention

- Alert Authorities
- Report the act
- Seek therapy/counseling
- Seek support through spirituality/religion/community
- Set up a buddy system
- · Attend support groups
- · Report inequitable practices to your union
- Create networking/mentoring opportunities for underrepresented employees/students
- Maintain an open, supportive, and responsive environment
- Call on consultants to conduct external assessments/cultural audits
- · Foster cooperation over competition
- Foster a sense of community belonging
- Create caucuses for allies and
- Participate in healing circles, vigils, memorials that remind us of the consequences of hate

Microintervention strategies. Figure 1.