

Responding to Microaggressions – Take the V.I.T.A.L.S

<p>V - Validate your feelings and experiences</p> <ul style="list-style-type: none"> • ALWAYS start here 	<p>Don't try to talk yourself out of something that makes you uncomfortable – even if you aren't quite sure of the right terms/language for what has happened</p>
<p>I - Inquire to obtain more information/clarification</p> <ul style="list-style-type: none"> • Get curious -> Ask the person to elaborate • Pretend you don't understand/Act confused • "Call IN" Response #1 	<p>"Could you say more about what you mean by that?"</p> <p>"I'm curious about _____."</p> <p>"I don't get it....."</p> <p>"Why is that funny? "</p>
<p>T - Take Time to mirror/reflect what the person says/emotes</p> <ul style="list-style-type: none"> • Mirror back what you heard AND the perceived emotions behind the statement. (e.g. "temp check") • "Call IN" Response #2 	<p>"I think I heard you say _____ (<i>paraphrase their comments</i>). Is that correct?"</p> <p>"It seems like you might be really _____ (<i>insert description of emotion</i> -> e.g. frustrated, angry, etc.)"</p>
<p>A - Assume the best of each other AND a need for clarity</p> <ul style="list-style-type: none"> • Assume the <i>intent</i> was probably not to harm while also acknowledging that the <i>impact</i> caused harm • Separate the person from the action(s)/words • Utilize Perspective-Taking • "Call IN" Response #3 	<p>"I know you may not realize it, but when you, it made me feel"</p> <p>"I know you really care aboutbut that comment really undermines those intentions."</p>
<p>L - Leave Opportunities for follow up conversations</p> <ul style="list-style-type: none"> • It's okay to have a "freeze" moment • It's not a sitcom! (i.e., may not resolve in one conversation) • Never think of these occurrences as "one and done" situations • "Call IN" Response #4 	<p>"Maybe we can talk a little more about this..."</p> <p>"I thought more about what you said, and I wanted to follow up with you..."</p>
<p>S – Speak Up for others affected by negative biases/microaggressions</p> <ul style="list-style-type: none"> • Be Direct in naming the microaggression • "Call OUT" Response 	<p>"That's problematic because it's reinforcing negative stereotypes/implicit bias</p> <p>"I don't think that's appropriate because..."</p> <p>"That's not how we treat each other..."</p>