Figure 1. Microintervention strategies.

Directed Toward Perpetrator Microaggressions
- Undermine the meta-communication
- Make the meta-communication explicit
- Challenge the stereotype
- Broaden the ascribed trait to a universal human behavior
- Ask for clarification

Directed Toward Institutional Macroaggressions
- Keep a log of inequitable practices as you see them
- Run your observations by allies who can corroborate
- Solicit feedback from fellow coworkers/students
- Monitor trends around recruiting, hiring, retention, promotion

Directed Toward Societal Macroaggressions
- Create partnerships with academic institutions to analyze data related to disparities in education, health care, employment
- Disseminate research on disparity trends to general public and media
- Organize peaceful demonstrations

Make the “Invisible” Visible
- Express disagreement
- State values and set limits
- Describe what is happening
- Use an exclamation
- Use non-verbal communication
- Interrupt and redirect

Disarm the Microaggression/Macroagression
- Boycott, strike, or protest the institution
- Request meetings with intermediary or senior leadership to share perspectives
- Exercise right to serve on boards to voice your concerns
- Delineate financial repercussions of continued macroaggressions
- Notify press or other media outlets

Educate the Offender
- Point out the commonality
- Appeal to the offenders values and principles
- Differentiate between intent and impact
- Promote empath
- Point to how they benefit

Seek External Intervention
- 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

Seek External Intervention
- Foster cooperation over competition
- Foster a sense of community belonging
- Create channels for allies and targets
- Participate in healing circles, vigils, memorials that remind us of the consequences of hate

Figure 1. Microintervention strategies.