

Tips for Interrupting Biased Comments:
3 Strategies for Interrupting Microaggressions

1. GET CURIOUS - start with a question like:

- What did you mean by “.....”
- Tell me more about
- Where did you get this information/learn this behavior?
- What makes you think that?
- What if?

2. NAME IT - 2 options for naming steps below:

1) Out The Front Door

- a) I **OBSERVED** you say/do.....
- b) It makes me **THINK** that...
- c) I **FEEL**.....when you say/do
- d) I **DESIRE** that you.....

2) Western States Center Model

- a) **BREATHE**
- b) **NAME IT** (name the oppression the comment or action perpetuates)
- c) **GIVE INFORMATION** (this may include how the comment is oppressive or how it makes you feel)
- d) **GIVE DIRECTION** (what can the person do instead or what should they remedy or never do again)

3. MAKE A REQUEST - end with a request for changed behavior!