R.A.V.E.N. Approach
for addressing microaggressions

Redirect (intervene) (correct) (pull aside)

Ask probing questions for clarity
  • I think I heard you say... what did you mean by that?
  • I want to make sure I understand what you were saying, were you saying that...?

Values clarification
  • You know, in this department we work hard to create a space that is safe and welcoming for all students
  • What you just said is not in alignment or consistent with our institutional values that prioritize equity and inclusion

Emphasize your own thoughts and feelings
  • When I hear your comment, I think/feel...
  • Many people might take that to mean...
  • In my experience...

Next steps
Reflect and decide the next time you encounter this situation, what you might consider doing

Drs. J.Luke Wood and Frank Harris III, CORA Learning - Link to webinar