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# R.A.V.E.N. Approach

for addressing microaggressions

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**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