



## Using the ADDRESS© Model to Intervene

- **A** = **Acknowledge** (that something occurred)
- **D** = **Dialogue** (in the moment or with someone else at a later time)
- **D** = **“Document”** (tell someone; use the Bias Reporting System or another reporting structure)
- **R** = **Redirect** (the conversation)
- **E** = **Educate** (the person)
- **S** = **Stop** (the exclusionary behavior)
- **S** = **Support** (the people impacted and make space to support yourself)

### Choose one microaggression to discuss:

1. What is the probable impact if **no one speaks up** in this situation?
2. How can you use the **ADDRESS model** to intervene and respond in this microaggression?
3. What could be the **positive outcomes if someone does intervene** and speak up?

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