Method 2: ORID

O – Objective. Ask the speaker questions to learn their intent (what they meant to say).

Ask them to elaborate on what experiences from their life led them to say this. This will give you info about where they’re coming from and may help them become aware of their impact.

- “Can you tell me more about what you mean by _____?”
- “What experiences from your life helped form that opinion?”
- “What is it about this that concerns you most?”

R – Reflective. Share how the language or behavior made you feel. This is harder for them to ignore or argue against than if you say, “what you said was wrong.” That’s an opinion, but your feelings are indisputable.

Use an “I” statement that demonstrates how it made you feel. This communicates the impact on you while avoiding the blaming or accusing the speaker of being a racist or something similar. Centering yourself, instead of them, can reduce their defensiveness and increase their ability to be receptive to what you’re saying.

- “When you said __[comment]__, I felt __[feeling words]__ and that matters to me because __[describe impact]__.“
- “How do others respond to that phrase?”

I – Interpretive. Share what the microaggression means for your daily life, and/or ask the speaker how what you’ve shared will impact them in the future.

- “Because I hear this every day, the cumulative impact makes me _____.”
- “I changed majors after my advisor kept saying _____. It hurt so much that I couldn’t work with them anymore.”

If they aren’t receptive or convinced, ask open-ended questions (don’t try to interrogate or trip them up).

- “What is preventing you from believing what I’m saying or from wanting to change this language?”
- “What would it mean for you if what I just shared was true?”
- “What do you think would happen if _____?”

D – Decisional. Share how you’d like them to modify for the future, or ask how they’ll do it differently next time.

- “Next time, I’d appreciate it if you used ‘bananas’ instead of crazy.”
- “I hope that in our next meeting you’re extra careful to intervene when someone interrupts a woman.”
- “What do you want to try to do differently next time?”
Remember to:

- Avoid responding with an attack.
  - Telling someone “you’re racist,” is a conversation ender. Sharing the impact of a word, phrase, or behaviors of theirs that made you feel bad or uncomfortable about race is a conversation starter.
  - Don’t put them on the defensive, even if you’re upset. It won’t get you the results you want.

- Think about your body language. Try to demonstrate with both your verbal and nonverbal cues, if you can, that you still care about this person. You just want them to do better in the future.

- Intervene as an ally. A white person should intervene in racial microaggressions. Cisgender people should intervene in anti-transgender language.
  - Waiting for someone in a marginalized group to speak up puts extra burdens on those who are already burdened, and that math just doesn’t work out in the favor of intervention.