



Responding to Microaggressions: Calling in vs. Calling out

Violence can take subtle forms, called microaggressions. These can take the form of verbal or nonverbal slights, snubs or insults, and they're hostile or derogatory toward a person based on their marginalized identity.

**When you become aware of microaggressions,
calling in and calling out are 2 different but helpful strategies.**

When to use calling out

- When you need to let someone know that their words or actions are unacceptable and won't be tolerated
- When you need to interrupt to prevent further harm
- When responding is likely to feel hard and uncomfortable, but necessary
- When you need to hit the "pause" button and break the momentum

When to use calling in

- When you want to find a mutual sense of understanding across differences
- When you're seeking to understand or learn more
- When you want to help imagine different perspectives, possibilities or outcomes
- When you want to provide space for multiple perspectives
- When you want to focus on reflection, not reaction

The Support through Sport eLearning series and resources educate coaches on how to reduce gender-based violence in sport.

Learn more at coach.ca/SupportThroughSport.

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