The Racial Microaggressions Reparative Response Model

“I Committed a Racial Microaggression! Now What? Apply CPR!”

Racial Microaggression:
Social exchanges in which someone intentionally or unintentionally communicates a negative, derogatory, often stereotypical cultural belief that belittles, dehumanizes, and alienates people of color.

C — Calm Yourself
Take a deep breath.
Collect your thoughts.
Resist defending yourself.
Remember this feels scarier than it is.

P — Practice Humility
Elevate the harm you caused over your own comfort.
Take responsibility for your actions.
Focus on the impact of your words or actions, not your intent.

R — Repair
Center the relationship, not your feelings or reputation.
Ask what you can do.
Accept that repairing the relationship might take time - you are just starting the process now.

Responses that do more harm
- “You’re just being sensitive.”
- “I didn’t mean it like that, so you shouldn’t be offended.”
- “I was just kidding, it’s not a big deal.”

CPR model developed by Kira Manser, Jaymie Campbell, & Shannon Criniti. Infographic designed by Lexx Brown-James. Copyright 2018. Permission to use granted to AccessMatters. Contact: training@accessmatters.org