



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.

I'm not racist. I have a Black friend.

You are so articulate!

All Lives Matter.

Where are you *really* from?



Calm Yourself



Take a **deep breath**. Collect your thoughts.



Resist defending yourself.



Remember this feels scarier than it is.



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.



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."