The Racial Microaggressions Reparative Response Model

"I Committed a Racial Microaggression! Now What? **Apply CPR!**"

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

All Lives Matter.

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.

You *are so* articulate!

Where are you *really* from?

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