The Racial Microaggressions Reparative Response Model

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!"

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