**When Someone Gives Feedback About the Racist Impact of Our Behavior**

**Directions:** Use these prompts to reflect on times someone gave you feedback about the racist impact of your behavior.

* + How did you feel when someone gave you feedback about the racist impact of your behavior?
  + What were your physical and emotional triggered reactions as well as any unproductive self-talk?
  + How did you or could you ground yourself so you could respond more effectively in the moment?
  + What did you or could you say and do effectively as you realized what you had done, including:
* Breathe and center.
* Acknowledge the impact of what you said and did.
* Apologize for your impact. (I regret my impact on you…. What I did/said...)
* Offer to hear more about your impact.
* Recognize and acknowledge the pain and negative impact of your comments and actions.
* Commit to changing your behavior in the future.
* Commit to continued development and personal work.
* Offer to listen to further feedback in the future.
  + What were the probable outcomes from owning and trying to repair your impact?
  + How, if at all, did you follow up with others after this situation?
  + How, if at all, did you seek out deeper learning and development?
  + How will you work to not repeat similar racist comments and behaviors in the future?