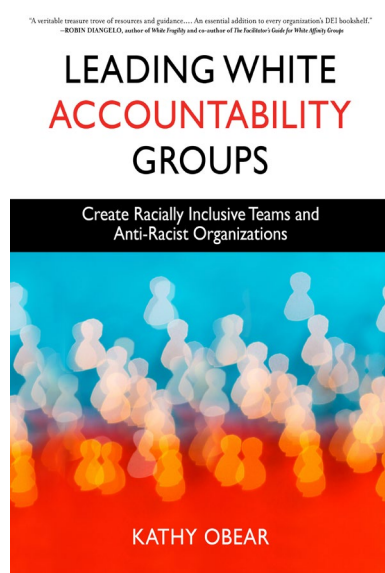
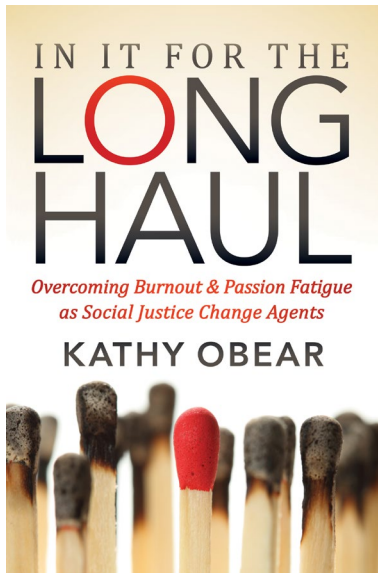


## Respond Effectively When:

- A. Someone tells you about a microaggressive situation they experienced, and**
- B. Someone gives you feedback**



**Kathy Obear, Ed.D.**  
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**Reflect:** How do you want others to respond when you tell them about a microaggressive situation you experienced?

**How do you NOT Want People to React?**

# **Ways to Engage if Someone Tells You a Microaggression They Experienced**

- 1. I am so sorry that happened to you....**
- 2. How are you feeling? How are you doing?**
- 3. My guess is the impact was....or I can't imagine what the impact on you was... (and then listen very deeply....)**
- 4. I hear the... anger....disbelief....disappointment**
- 5. My guess is this isn't the 1<sup>st</sup> time something like this has happened...**
- 6. Any way I can support you? Anything I can do?**



**How can you **respond effectively** when someone gives you feedback about the **unproductive impact of your microaggressive behavior**?**

**Ways to **NOT** React?!?!?**





**WHAT NOT TO DO** if someone gives you  
feedback about the impact of something you  
said or did





# **Potholes to Avoid** when confronted about the impact of **YOUR** behavior

- 1. Tone policing**
- 2. That wasn't my intent!**
- 3. I'm a good person....**
- 4. You're too sensitive, over-reacting, not a big deal**
- 5. Jumping to fix it**
- 6. That happens to me, too! That has nothing to do with \_\_\_\_!**
- 7. Tug-of-war: You started it! You made me say that!**
- 8. Defensiveness: The reason I said that was...**



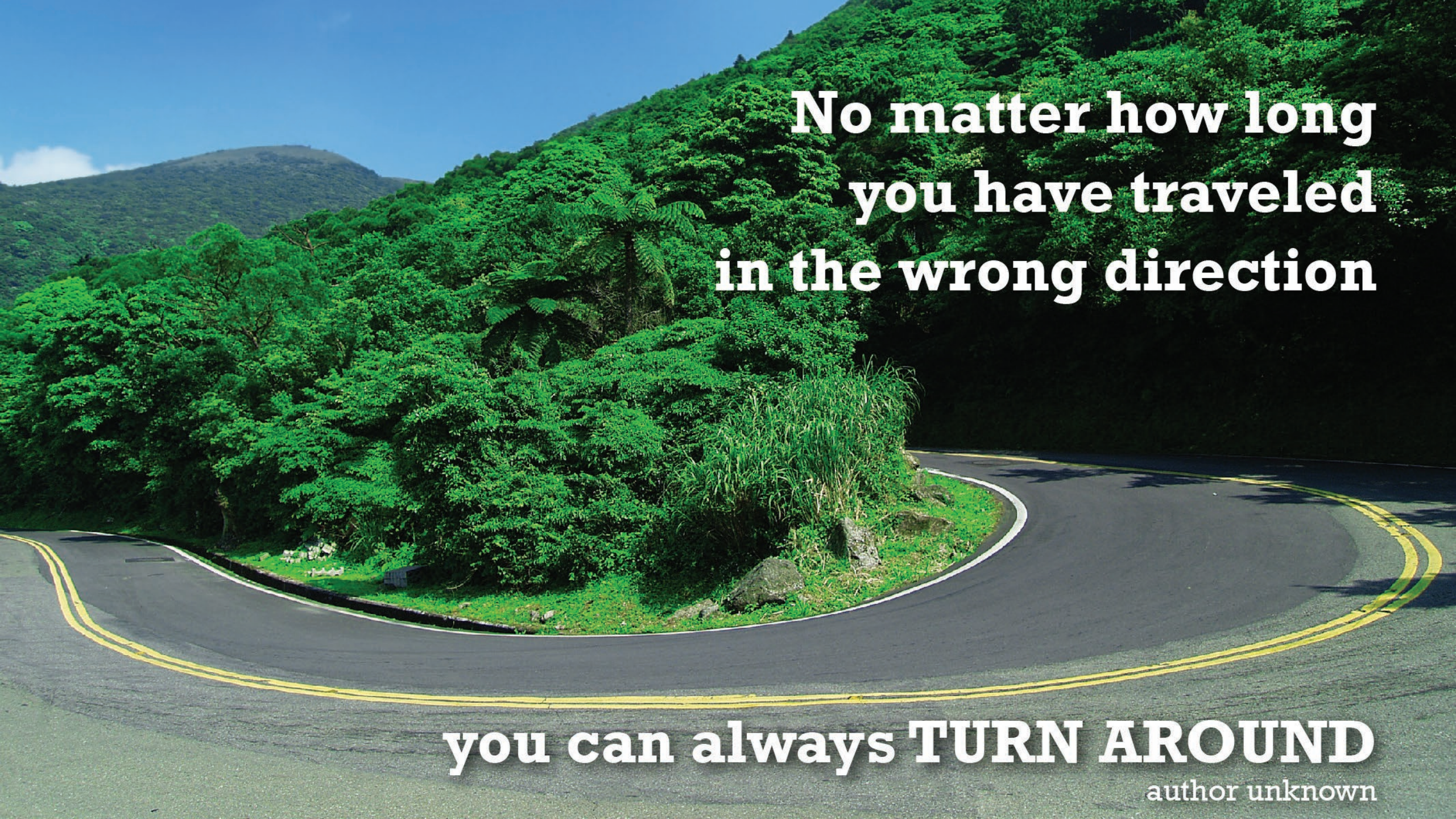
**People will forget what you said,  
People will forget what you did,  
But people will never forget**

*how you made them feel.*

maya angelou





A photograph of a paved road that curves sharply to the right, marked with double yellow lines. The road is surrounded by dense, vibrant green foliage, including a large tree fern in the center of the curve. In the background, a forested hill rises under a clear blue sky.

**No matter how long  
you have traveled  
in the wrong direction**

**you can always TURN AROUND**

author unknown



# **When you realize your behavior crossed a line, own your behavior and apologize:**

- 1. Breathe; choose to listen deeply & own your part**
- 2. I apologize for my impact... what I did...**
- 3. Are you open to saying more about the impact of my behavior?**
- 4. So, when I .... (share back what you understood)**
- 5. I regret my impact on you.... What I did/said...**
- 6. I commit to learning more....changing my behavior in the future....**
- 7. If there is ever more you want to share with me....**



**am i about to**

**Speak and act**

**as the person i want to be?**

allan lokos

Do the best you can  
**until you know better.**

Then when you know better,  
**you can do better.**

*Dr. Maya Angelou*