

Example of how to ask clarifying questions, repeat what they said to peel back.

[From: How to Respond to Microaggressions, New York Times](#)

While your response will vary by situation, context and relationship, Dr. Goodman recommends memorizing these three tactics from her list of [prepared statements](#).

Ask for more clarification: “Could you say more about what you mean by that?” “How have you come to think that?”

Separate intent from impact: “I know you didn’t realize this, but when you _____ (comment/behavior), it was hurtful/offensive because_____. Instead you could_____ (different language or behavior.)”

Share your own process: “I noticed that you _____ (comment/behavior). I used to do/say that too, but then I learned_____.”