

Restorative Responses to Harm



Inquire

Purpose: increases self-awareness on their thoughts, feelings, actions, and beliefs

- I don't get the joke, can you explain?
- What do you mean by that?
- Can you elaborate?
- What makes you ask that?



Paraphrase/Reflect

Purpose: supports potential for self-correction; highlights the root of issue directly

- So, it sounds like you think...
- You're saying_____. Do you believe_____?



Impact & "I" Statements

Purpose: humanizes conversation by focusing on self vs. others

- I felt_____ when you said _____and it (insert impact it had on you).
- When I hear_____, I feel_____.



Use Strategic Questions

Purpose: encourage self-reflection on beliefs, action, and impact

- Where does this belief come from?
- What impact does this have on_____?
- What might this assume?
- What could you do differently...?



Revisit/Redirect

Purpose: allows time to process triggers; focuses on others' thoughts to decenter original speaker

- I need a minute to process what just happened.
- I want to go back to something that was brought up...
- I would like to hear more from_____(insert another person/demographic).

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ADAPTED FROM *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*



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