



Safety & Empowerment for Women of Color

WELCOME! Class will start soon.

While you wait, please feel free to check in and share in the chat box-- one thing that brings you joy in this time 😊



Reminders for this space..

- ▶ We will be muting everyone to reduce background noise. Everyone has the ability to unmute themselves.
- ▶ Please use the chat box, or unmute for questions or responses as we go along.
- ▶ Please treat each other with respect and honor everyone's right to confidentiality.
- ▶ What to expect: More discussion, demonstrations, grounding, and role-play!

A purple arrow points to the right from the left edge of the slide. Several thin, grey, curved lines originate from the left side and sweep across the page towards the text.

Let's start with a
grounding exercise,
to start together in
the space.



Both difficult conversations
and microaggressions can
involve setting boundaries!

Let's review the principles of
boundary setting.



Principles of Setting a Boundary

1. Breathe.
2. What's going on? (*Name the behavior.*)
3. How do I feel about it?
4. What do I want/need?
5. Ask for what I want/say what I need.

Note: Setting boundaries and noticing how someone responds is a way for us to learn how trustworthy they are.



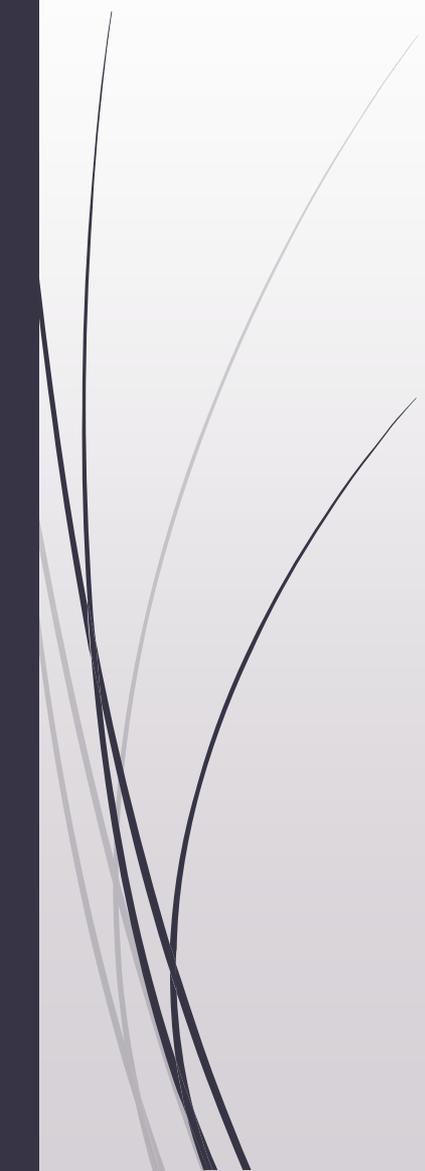
*Are there any questions
about boundary setting
principles, for those of us
who are new?*

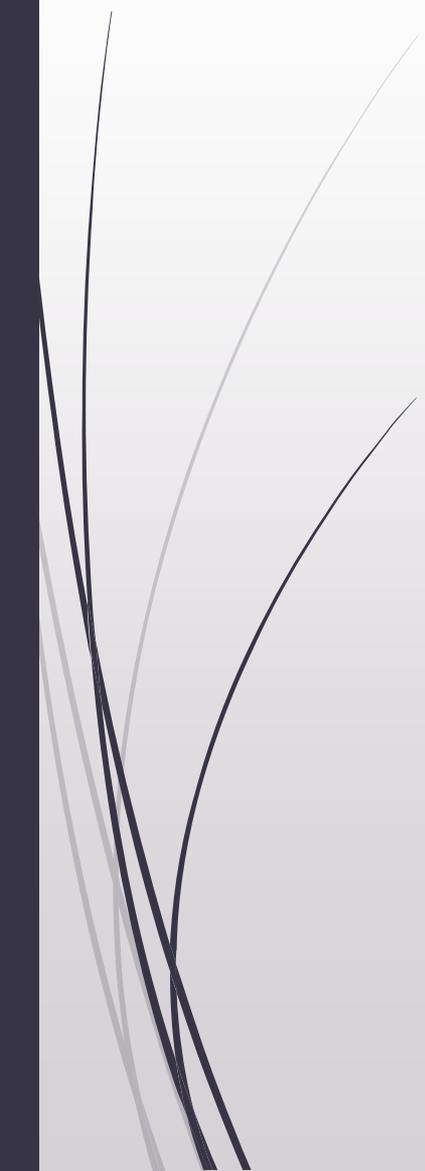


How might someone react or respond to us during a difficult conversation, or when we speak up for ourselves?



Common Reactions

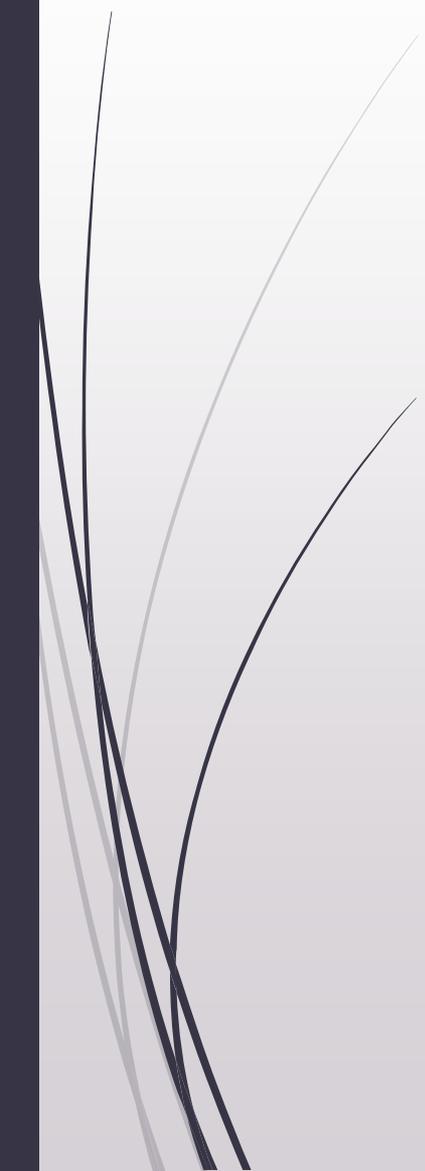
- Accepting
 - Minimizing
 - Shifting Focus/Blaming
 - Insulting/Condescending
- 

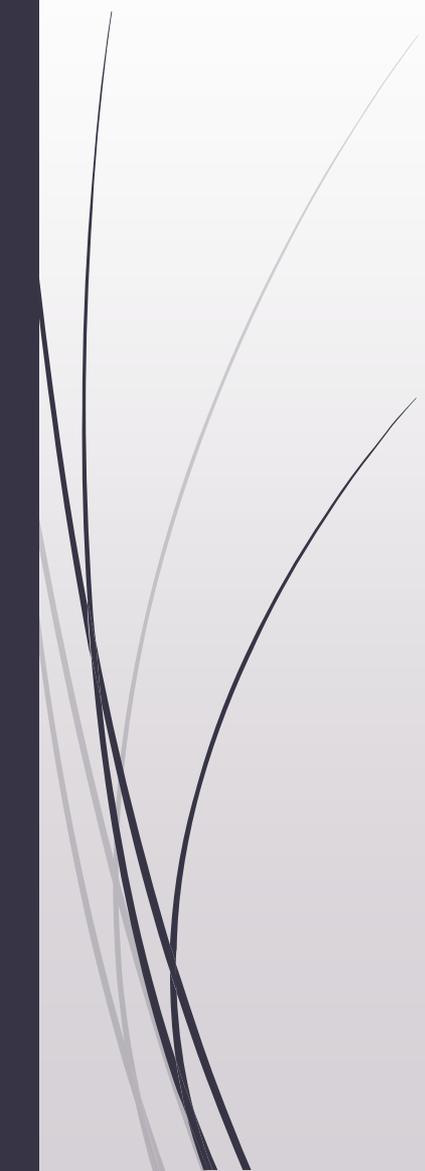


Demo #1



Reaction #1: Accepting

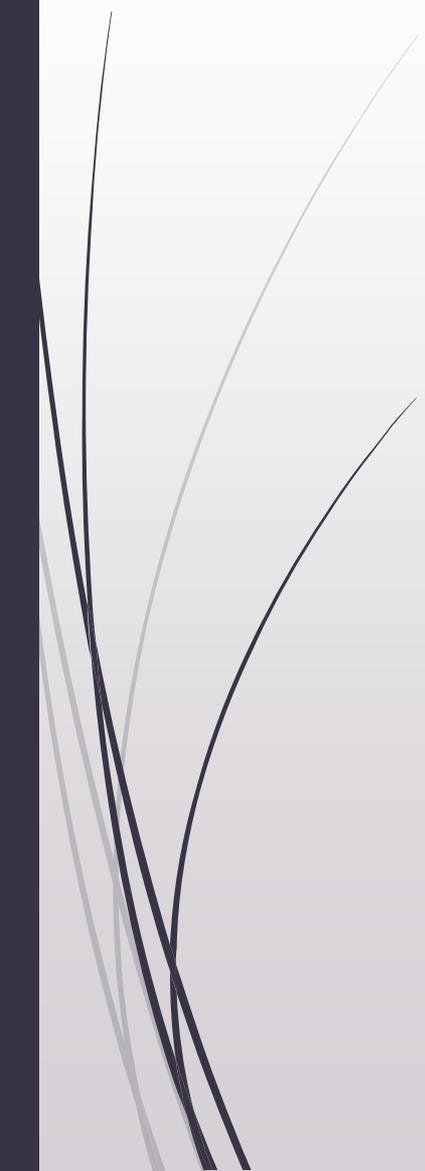
- ▶ Don't assume all challenging conversations will go badly!
 - ▶ Sometimes the other person will hear what you've said and accept it.
- 



Demo #2

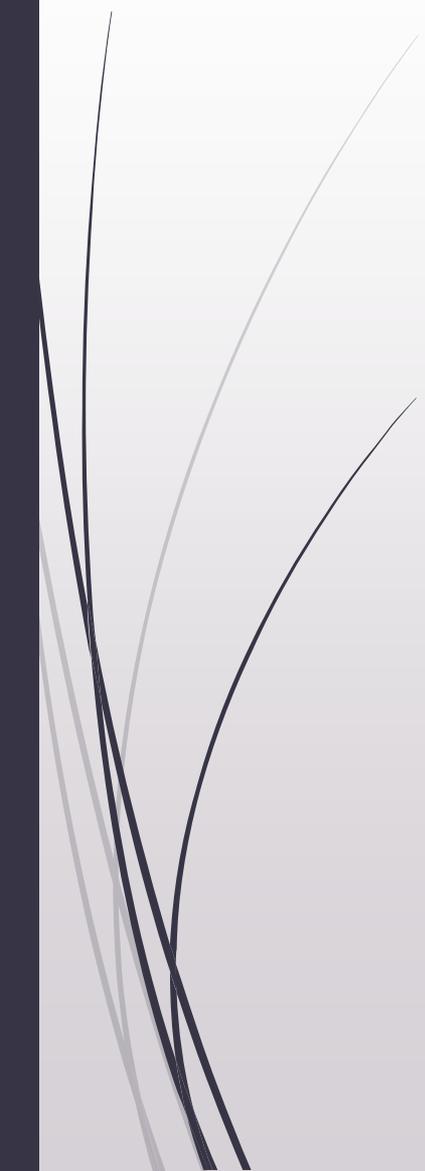


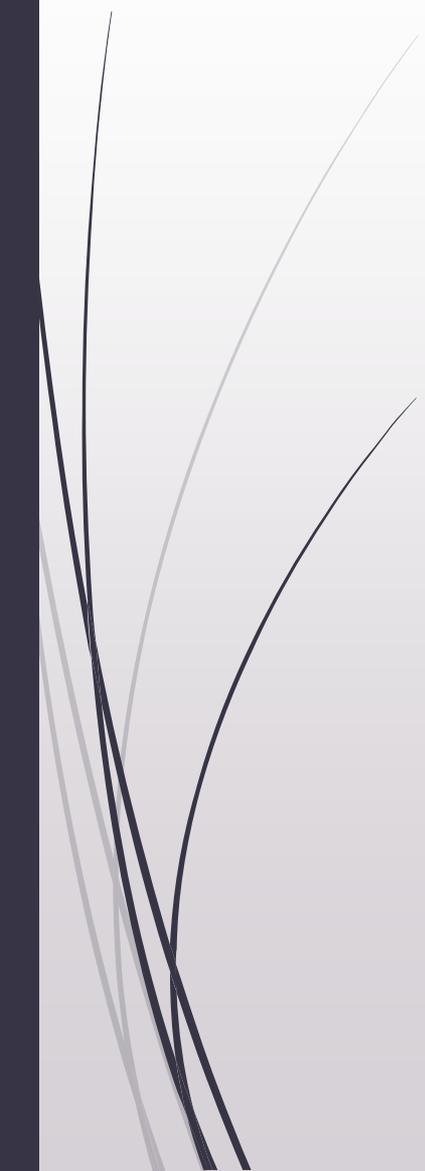
Reaction #2: Minimizing

- Dismissing the problem or trying to convince you that you are overreacting
- 



Strategies against Minimizing

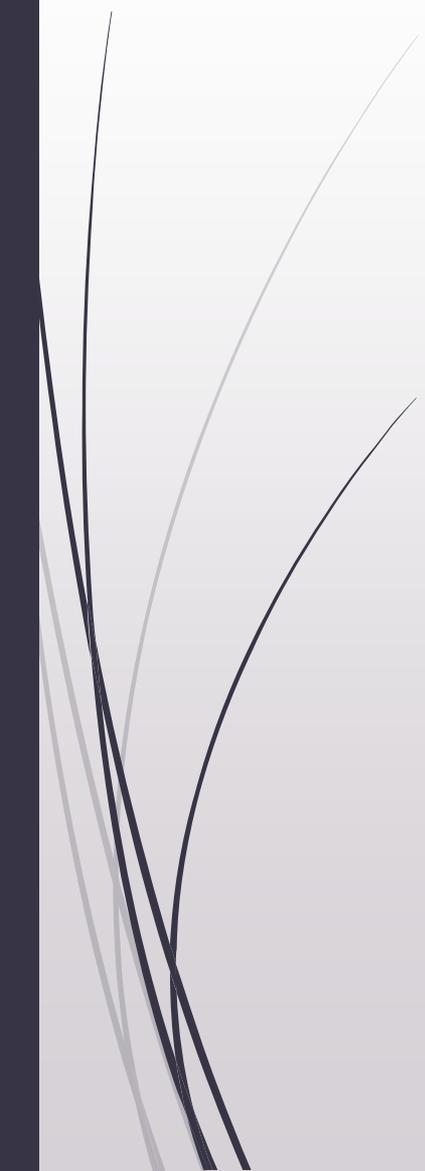
- Emphasize that the issue is important to you
 - Communicate clearly about WHY it is important to you
- 



Dema #3

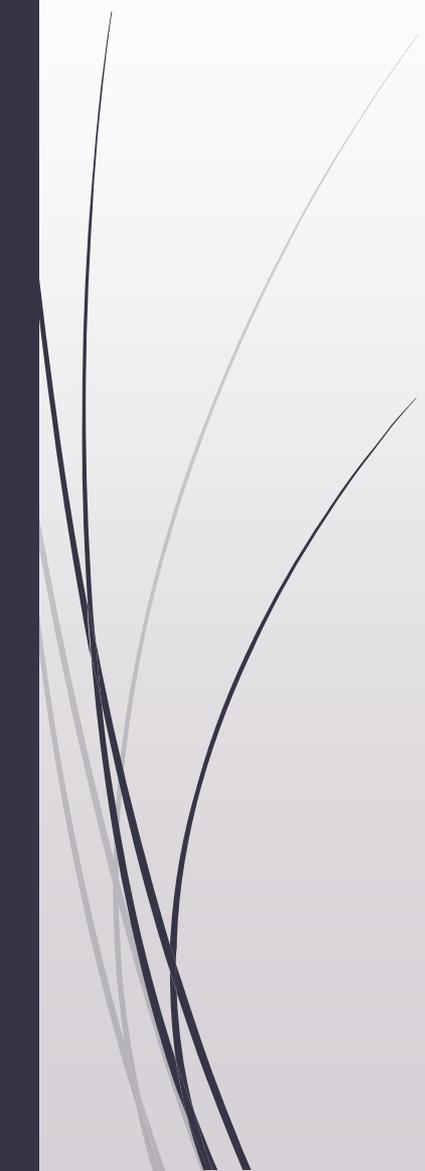


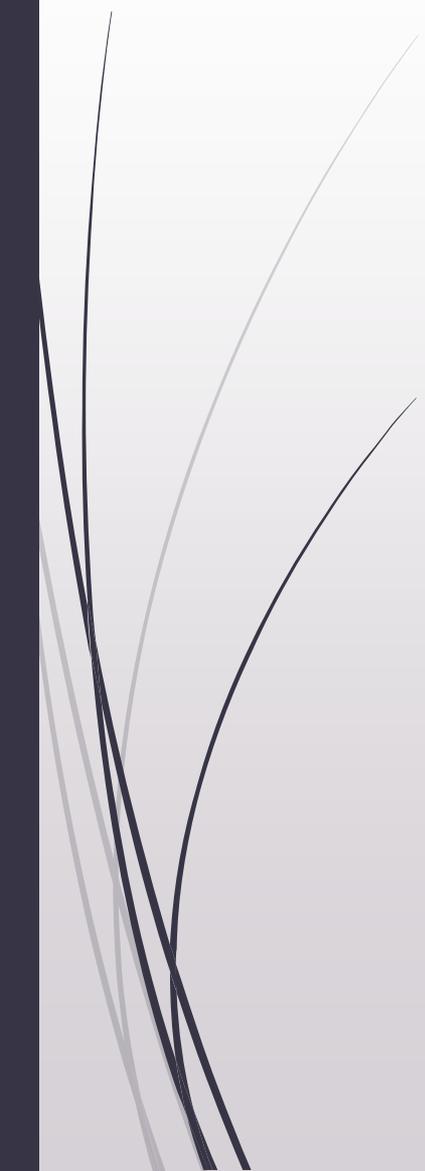
Reaction #3: Shifting Focus

- Bringing up other problems or issues as an explanation
 - Placing blame on other people
 - Trying to move the conversation to a new topic
 - Making the conversation about themselves, or their emotions
- 



Strategies against Shifting Focus

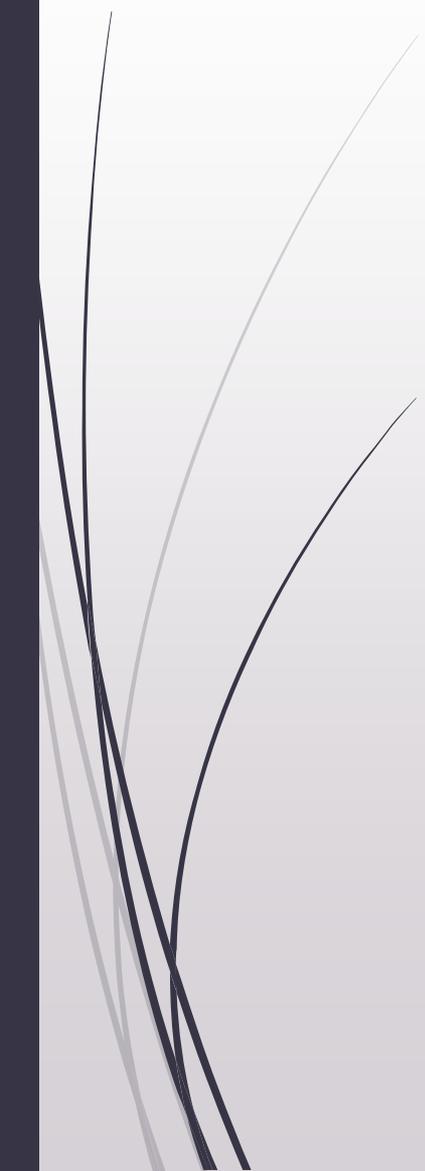
- Stay on point, do your best not to get sidetracked.
 - Re-state what you want or need.
 - Acknowledge any truth in their response.
- 



Dema #4



Reaction #4: Aggressive/Condescending

- ▶ Expressing anger or disrespect in response to the concern
 - ▶ Trying to turn negative focus on you/putting you down
- 



Strategies against Aggressive/Condescending

- Stay calm.
- Don't let your ego get hooked.
- Avoid apologizing or minimizing your concern.
- Maintain focus on the issue.
- **End the conversation if it is no longer productive.**



Steps to Addressing a Challenging Conversation or Microaggression

1. Breathe.
2. Clearly identify the problem.
(What's going on? How does it feel?)
3. Say what you want/what you need to change. *("I" statements & "when/then" statements)*
4. Assess their response.
5. Think through next steps.



Group discussions:

What was that like for you watch?

*What other scenarios might you
want to see us play out in this
space?*

Questions? Connect with us!

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Feedback Form

<https://forms.gle/Nddfgo2DjB36cNdN8>



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