



## Mirror

**Reflecting back what the speaker is saying.**



## Affirm

**Validating and/or celebrating the perspective or embracing the expressed values, beliefs, feelings, or behavior that stem from home culture**



## Bridge

**Assisting individuals in understanding, embracing, and/or integrating *non-dominant* beliefs, perspectives, values, or behaviors into the way they engage in the world around them.**



# Mirroring Statements

- **So what I am hearing you say is...**
- **I want to make sure I am getting what you are saying...**
- **So you are saying/feeling...**
- **I noticed you had a reaction when...**



## Affirming

- **What I appreciate about what you are saying is...**
- **Can you repeat the part about...**
- **I like the way you...**
- **Part of what you are saying hits on a critical aspect of the conversation...**
- **There is some real truth in what you just said...**
- **There is a lot to take from what you just shared, specifically...**
- **It makes sense that...**



## Bridge Transitions

- **I am wondering if...**
- **I would love for you/I want you to consider...**
- **I think there is another way to look at this that enhances what you are talking about...**
- **Are you open to looking at this in a slightly different manner?**
- **Are you open to another perspective on this?**
- **You are almost there, I want to add a piece that challenges and compliments what you just contributed**



# AFFIRM AND BRIDGE

Bridging questions push individuals to engage, explore, and ultimately sit in the ***non-dominant*** experience or perspective.

## Scenario #1

**You are having a conversation with someone about Reframing Racism and they respond by saying:**

“That sounds awesome. I just wish we could work together in a way that wasn’t so divisive. Like all the Black Lives Matter rhetoric. Saying that only further divides us. What we really should be saying is All Lives Matter.”

# Mirror, Affirm, Bridge Practice



- <http://www.whitenessproject.org/checkbox/kathie>
- <http://www.whitenessproject.org/checkbox/harold>