



## **Episode 38: Live Coaching With Roxy Manning: Addressing Microaggressions After Time Has Passed**

Transcript *(lightly edited for readability)*

---

**Sarah Peyton** 00:17

Hi, I'm Sarah Peyton, and this is the Fierce Compassion podcast.

In this episode, we step into a deeply personal and thought-provoking coaching conversation between Roxy Manning and Savannah - one that explores trust, dignity and the quiet but powerful dynamics of race, class and belonging.

Savannah shares a story of rupture in a community she once felt at home in - a moment when judgment shattered her sense of trust. Through this conversation, she and Roxy examine the weight of microaggressions, the struggle to reconcile care with power and the question of whether and how we choose to repair relationships when harm has been done.

This episode invites us to reflect on our own experiences of trust and authenticity, and how we navigate the tension between self production and vulnerability.

I hope you'll join me in listening to this rich and moving conversation.

**Roxy Manning** 01:39

So hello, dear listeners, I am excited to have a coaching call with Savannah, who has volunteered her time and her situation to support our learning. Welcome Savannah.

**Savannah** 01:52

Yeah, it's great to be here. I'm excited about this, yeah,

**Roxy Manning** 01:56

Lovely. As you know, this is the Fierce Compassion podcast, and part of our goal is to help folks build Beloved Community. So I'd love to hear what's going on for you.

**Savanah 02:07**

Okay - Well what happened is that I had gotten a fellowship, and I was living in Connecticut, and I had had a good relationship with the person who ran the fellowship, and then what happened is that towards the end, after two years of living there, what happened is that they decided to end the fellowship. And what was going to happen was that someone was going to come in as a tenant, and my job was to clean up the place, because I had been living there, and I felt like I did a good job. I felt like I did leave some things like in the kitchen that I thought, "Oh, this will be good. The person will use them." I didn't think of too much of it. But then what happened is that the night before I was about to leave, the owner came to inspect it, and she got very upset.

And the thing that really kind of - this is someone who I considered a friend. What she said is, you know, this - because I was explaining, "Oh, I thought that this would be fine." And she said in a very cold tone, like, "Well that's because you've never had your own place like other adults your age should have had."

It was something like that. I mean, it has now been a few years, so I don't remember exact thing, but I remember being just like - whoa, a whole lot of judgment about me, and so much around class. And of course, when there's class, there's also race in there. And then there's shame, there's shame, because I have lived a life where I've tried to live from my heart, and you know, I haven't - you know, there's been times where I haven't made a lot of money, and then it's like living with housemates has been a way of like living.

But I never thought I was judged by that, and so I never said anything. But there was also this huge power dynamic. I was gonna leave my stuff while I was still trying to figure out what my next step is, and I was kind of afraid of having this discussion about, "Hey, like, what you just said really hurt me, and where did it come from?" And, you know now, I mean, all my stuff is out of there, and what I noticed is that I'm just not interested. It's like, I feel like I'm pretending to be as close as I was.

**Roxy Manning 04:17**

So you're still in relationship with them.

**Savanah 04:20**

It's like, I don't live there anymore, but it's like our intention to continue to have this sweet friendship. And you know, a couple of months after I left, she said, "I think about you every day. I miss having you here." I don't think what she said had... I think she thinks we just worked it out and it was fine. But for me, it was like, Wow. Like this love that I thought was there. I realized there was this, all this judgment about my choices in my life. I'm surprised to find that I'm starting to actually tear up around this.

**Roxy Manning 04:50**

Yeah, let's pause a moment and just notice that tearing up, right? Because you mentioned shame, but I'm getting this deep sadness in the moment.

**Savanah 05:00**

Yeah. I mean, there had been so many ways that she had told me that she appreciated me as a person in the house, and, you know, with some of the work that this organization does... I mean, I had felt deeply appreciated up to that moment. And now I kind of question everything, you know?

**Roxy Manning 05:20**

Yeah, and I wonder if that's part of the impact of this happening - that you're so wanting to have relationships where you trust that you're fully seen and celebrated for the life choices you made, and now that's questioned, like, "Are people actually fully accepting all of me and all of my choices?"

**Savanah 05:38**

Yeah, can I trust what someone says? Because I don't know that I want that from everyone. I mean, I know that there's people who judge, but then there had been these years of living there where I felt that support and I felt this trust, and now I'm like questioning whether it was all really authentic. You know? Yeah, yeah.

**Roxy Manning 06:02**

I'm wondering if the place where you're struggling - because I can see two paths, right? One is around, and they can both be true. So one is around how much you were wanting to be in relationship, to be in deep relationship, and to trust the authenticity of those relationships. And then the other part is wanting to trust yourself. Like, "Am I going to be able to tell when someone's authentic with me, when they're being real with me, or am I in some ways unable to protect myself?"

**Savanah 06:29**

Right. Yeah, both are true. Both are true, yeah, yeah, yeah. And it goes to a deeper story that I have that you can't trust people and people... keep people at arm's length. Yeah, and it's, it's interesting, because there's a sense of, after she said that, seeing the relationship through a transactional lens. I mean, there's a piece of shame in this, because I just was very aware of: Oh, well, this is a situation where, as the person who has control over the space, you know, she could just decide to throw my stuff out, you know? And so I felt like I made a decision, like, okay, let's not have this discussion. I mean, usually I'm pretty direct and authentic, but at that point I was like, my... all my valuables are here, and it would be really expensive to do something else right now.

**Roxy Manning 07:28**

It sounds like in that moment, at least, it's one of the challenges that we have when a microaggression like this occurs, because now you have to decide, do I speak up? And what will be the cost for me to speak up?

**Savanah 07:39**

Yeah, yeah. And I have some judgment about myself, like, if I was - I should have told her off, or, you know, at least had a conversation about it. I don't think... I'm not type of person that would tell her off, but to say, hey, this was, this is against the values that I have, and the values that I think, that I thought

that you had, and and stuff. And then the thing is that once I got the stuff out, it was just like, Oh my God. It's been like, does she even remember what she said? You know? So

**Roxy Manning 08:05**

Let's, let's pause for a moment, because there's this part like, I'm hearing you almost judging yourself. Like, why didn't I speak up? Why didn't I say something? Why did I let my concern about valuables prevent me from kind of being in right alignment with my own values?

**Savanah 08:19**

Yes, yes, yes, yeah.

**Roxy Manning 08:24**

And so I wonder if you can have some compassion for the part of you that said "No, I can't speak up right now"? The part that was really kind of wanting to protect - at least I need a few months to settle myself, to know that my things are going to be safe and not have to worry about starting over.

**Savanah 08:40**

Yeah, yeah. I mean, I think it was taking care of myself, you know, the material reality, and it was dealing with a power dynamic, you know? She had just said something where I had less trust, you know?

**Roxy Manning 08:58**

Yeah. So your response was kind of saying, "Wait a second. I don't trust how this person will respond anymore, and I still need to be able to have these belongings, have these things available to me, so I need to take care of myself in this way."

**Savanah 09:14**

Yeah, yeah.

**Roxy Manning 09:17**

Can you kind of almost forgive yourself for making that choice? And when I say forgive, it's almost like there's a story that when I forgive myself, it means you did something bad, but it's almost like I'm actually asking this forgiveness of saying, I'm embracing the part of me that had wisdom to say, "You know you will be so stressed out for the next few months if you're worried about your things all the time. And this is an act of self care to say, don't do this right now."

**Savanah 09:45**

Yeah, and it would have been really expensive to try to find something, you know? And, you know, it would have really disrupted all of my plans. I was, I mean, seriously, I was leaving the next day, so embracing... That's interesting. I guess there's a belief that I have that one should put one's dignity above all else.

**Roxy Manning 10:09**

Yeah, and I hear that. Like I just taught a class where that question of dignity came up, and as a Black person you know. Like the struggle that our ancestors had, that dignity was important and sometimes survival was important, and sometimes we had this horrendous choice between, do I submit and possibly die, or do I survive? And this was not as intense a moment, but that was one of those moments, how do I take care of myself? And in some ways, can I distance myself from this person? Can I do things so I don't get into the battle? Because I'm not sure that confronting her in that moment would have supported you around the sense of dignity. Like, would she say more things? Would it be harder for you?

**Savanah 10:57**

Yeah, yeah. And the tone of voice, and the coldness and the judgment was... it just felt like it came out of nowhere.

**Roxy Manning 11:09**

So I wonder if part of you was in shock in that moment as well.

**Savanah 11:12**

Yeah, yeah. Shock, yeah. There was shock.

**Roxy Manning 11:20**

Yeah. So is it that you were asking a lot of yourself to, like, take this moment when you just had this big bucket of cold water thrown in your face, to just kind of breathe through that and come up with the perfect answer, and do it with dignity, like you were asking a lot of yourself.

**Savanah 11:33**

Yeah, yeah. And then I'm also taking all of the responsibility, because she had said this, you know? And there's a consequence to it, yeah.

**Roxy Manning 11:46**

The other thing I'm noticing is part of the kind of beating yourself up for not saying something in that moment, kind of rests on the idea that you can never say something now. It's too late. Maybe she won't remember it. But when I think about your balancing dignity, balancing sustainability, choice about what you were going to do next in this moment of your life that you had planned, you were taking actions for all of those pieces, and you could still confront her later, like just because you didn't do it in that moment when it wasn't safe to do it doesn't mean that you could never do it, even now, several years later.

**Savanah 12:25**

Yeah, yeah. I could, yeah. It's created this hesitancy, it's strong. But it's also interesting because part of me is like, I don't trust the relationship anymore, you know? And I mean, on the one hand, if you really don't value it, then there's nothing you can lose by having this conversation, but there is emotional energy that you're putting towards something, you know? And so I have asked myself this question about, "Well, why don't I just say something now?" But it's a kind of opening up this vulnerability. Like, if I had said it in the moment, that's one thing, but saying it now, it feels like I'm unearthing something. I'm investing more into this relationship that I've kind of divested from.

**Roxy Manning** 13:14

Well here's a question, because there's the relationship, right? You can speak up because you want to excavate this, work with her on it, kind of come to terms about it. Or you could speak up, not about the relationship, but going back to that question of your dignity, kind of standing up for yourself, that I have a sense is still there with you.

**Savanah** 13:35

Oh, so it's not like I don't have to see it as investing in the relationship, but just saying, "Hey, I just want to..."

**Roxy Manning** 13:44

"...be known for something that was hard for me because I matter."

**Savanah** 13:50

Okay, huh... I get... yeah, yeah... I think I need help with this because I think there's a way that I hold it that if she doesn't see it or she doesn't agree with it... is this just another way that my dignity gets pummeled again?

**Roxy Manning** 14:13

So it's almost this question of your vulnerability. If you show up with the amount of vulnerability that you'll need to say, "Hey, you impacted me back then" that you're giving her more, more material that can be used against you.

**Savanah** 14:26

Yeah, I guess I'm making a calculation. What's...what would she say? I mean, if she doesn't remember it, that's - then it's like me reminding her of what she said. And I don't know...

**Roxy Manning** 14:38

Let me pause you, because this is what our brains do, right? We'll start to spin out all of the, like, reasons why we shouldn't do it. Yes,

**Savanah** 14:45

Yes! Yeah - that's what my brain is doing. Yeah, yeah, yeah.

**Roxy Manning** 14:49

So instead I want you to think about what your experience has been like since this happened, right? Because here's what I'm hearing: Because of this, you kind of had like a slight hardening of the story that you can't trust people. People are not really there. They're not really authentic. You can trust people, and that's impacting your capacity to show up fully in some of your relationships.

**Savanah** 15:14

Is it? I mean, well, maybe... I mean, I can always say, "Oh, well, it happens sometimes." And, yeah, I don't know.

**Roxy Manning** 15:30

And at the very least, what I'm hearing is it's impacting your willingness to have an authentic relationship with her.

**Savanah** 15:37

Definitely. That is definitely true.

**Roxy Manning** 15:42

I know for myself when I notice that I'm not being authentic with someone because they've done something that was hard for me, that actually helps to reinforce my idea that I'm not being authentic, therefore other people are likely not to be authentic also. So it's like my inability to be authentic lets me believe that other people also are struggling to be authentic with me, and then I continue to worry, like, what are they not saying? What? What did I know?

**Savanah** 16:08

Ooohhh... That's true. Yeah, you're right. Because part of me is like, you know, just let it be. You know, if I don't say anything, then I have a bit more control. You know, she gets to live in her world of not knowing or not knowing the impact. And there's a sense of control. But then you're right, there's also this sense of me not being authentic, not... But, you know, the thing you said about the story is complicated, because it could worsen the story, you know? I could say something and whatever part of her that I hadn't seen before that said that statement, I might be touching on it again.

**Roxy Manning** 17:02

Yeah, yeah. So there are a couple of things I often talk with people about to, like, help them decide - do I even want to do this, right? And the first is, if you were to have this conversation, right, like, what would be the wildest, most beautiful outcome for you? Can you envision what could be positive for this.

**Savanah** 17:21

Oh okay - that's a beautiful thing. Like, what is it? Well, I lived up to my own values of authenticity. Yeah, I said the thing that was true, some of the values that we had together, I lived up to that. So what's the wildest thing that could happen? That she realizes it and apologizes? I guess this is the thing I don't know that I'll believe her, you know? Like, and then I feel like, what happened when she said that is that, you know, I had been pretty good about talking about anything that bothered me, but it did feel like all of the things that are little cracks in the relationship suddenly became stronger. And I was like, oh, maybe this is not what you thought it was. Maybe it was never what you thought it was.

**Roxy Manning** 18:19

Yeah. So then it kind of then feeds into your I'm not able to tell when a relationship is actually what I'm hoping it is.

**Savanah** 18:24

Yeah, yeah.

**Roxy Manning 18:29**

So let's go back to wild dream, right? You talk to her, and she says, "Oh my gosh, I really get it now. I understand why that was so painful." And she's able to reflect that back in a way that gives you some trust that she does understand at least. Maybe she doesn't fully, you know, maybe she would say the same thing again in the same situation, but she really gets like, wow, this is not who I want to be, and I've got my own work to do.

**Savanah 18:55**

Yeah. Okay.

**Roxy Manning 18:57**

So if that happened, how would you feel about having had that conversation with her?

**Savanah 19:03**

Hmm, I'm noticing coldness. I'm noticing like, yeah, just kind of like, because what happened is that it came out of the blue. And so there's a part of me that's like, "Who are you really?" So I guess I'd have to... maybe what would help me feel better is to understand where it came from, and to feel like there was a really deep horror at it, which I don't know... this is interesting to notice that I'm feeling that that's likely.

**Roxy Manning 19:43**

Right - we don't know if she can actually be there, but you just identified something really important, right? If you were to have this conversation, a big part of my approach is like, why would you even want this conversation? And one of the things that's been bothering you is: this is somebody I was in relationship with for so many years that I trusted and just came completely out of the blue. Why did this happen? So even just answering the why question - does that give you a sense, like, if I understood why, that could help me learn how to predict other relationships, to like, what do I need to look for? What am I missing in my other relationships, so would just knowing to why be helpful?

**Savanah 20:26**

Huh... I guess it would be a experiment or research. It would be research to see: what would she say? To see if I could get more information.

**Roxy Manning 20:38**

Yeah, and also, because I don't want to drop this from the research, could you also show up with more authenticity? Like, do you have the capacity to say, "Hey, I want to talk about something that was hard, because I matter, and I don't need anything really back from you. I want to know why it happened, but I'm not sure I'm looking to really rebuild a friendship. I'm just taking care of myself by doing this, and so stand up for my values and to maybe understand why this happened.

**Savanah 21:07**

Right, right... Just kind of to understand, yeah, I could say, "Hey, I want to understand where it came from, and I want you to know that it's impacted my enthusiasm for the relationship. Yeah...

**Roxy Manning** 21:26

Yeah - before we figure out exactly what you might say, I think just being really clear still about, do you really want to do it, right? Because we're talking about what's the best possible outcome would be, you've stood up for yourself, you've lived according to your values, and maybe you've gotten a bit more clarity about why she did this. In my mind, that's like the 90% best possible outcome, the 100% best possible outcome I'm hearing you say, I'm not sure I believe that could happen, that she would show up with the deep horror that she said this, but I heard you voice it, so I just want to call it back in that maybe she will prove that, you know, she was having this horrendous day and showed up in a way that's been eating at her for the last few years. And it would be helpful for you to know that.

**Savanah** 22:05

Oh my God. That would be amazing. It's interesting that the horror, because then that would be shared reality. You know, horror means that, Oh, I do matter, and saying that - and that having an impact on me means something to her,

**Roxy Manning** 22:27

Yeah, yeah. So could you imagine letting yourself reach for that sense I do matter, and the way that someone treated me might impact them.

**Savanah** 22:41

Yeah. Hmm yeah, and then I wouldn't be alone with it, yeah, yeah.

**Roxy Manning** 22:48

Yeah.

**Roxy Manning** 22:57

Okay - so when you think of that, you know the worst outcome is she brushes it off and she's not able to take it in. The best possible outcome is that there's some shared reality and some kind of affirmation. Yes, you do matter. Your experience matters.

**Savanah** 22:41

Yeah. My experience matters.

**Roxy Manning** 23:19

Yeah, is there any part of you that would want to stretch into having a dialog with her?

**Savanah** 23:26

I think it would be good to consider it. I guess, yeah. I mean, it's like when I think about the possibility that is very sweet, the possibility feels very healing and reparative, yeah, but then shouldn't we look at the worst case scenario? I mean, I guess the worst case scenario is that it doesn't go well. I get affirmation, the relationship becomes even more estranged, and like, right now, I have someone in the

world who thinks, I think thinks well of me, or is at least very cordial and warm. I mean, she did, she's like sent, she would leave sweet messages about how much she missed having me in the space. And now that could be marred - a sense that, oh, there's less welcoming, because I've opened this box.

**Roxy Manning 24:26**

Do you trust the welcome?

**Savanah 24:28**

Uh, you know this is where my background, where, even with my family, it always felt a bit transactional. There's a sense that I had to survive and, and so in that way, it's familiar that the welcome is useful.

**Roxy Manning 24:58**

Yeah - But let me ask you a question, because I hear that the welcome is useful, and I wonder if this is part of the story you've created because of your family, which is: people aren't really there for you, and you kind of just need to pretend and to do - kind of brush over things so that they can continue to be a support for you, otherwise you'll have nothing at all.

**Savanah 25:20**

Yeah, yeah, yeah. That's basically it. And, you know, growing up with the - I mean, like, yeah. And then, you know, the family kind of stuff is, like, you're lucky to have us. Don't rock the boat. You know, there's a lot of fear, and, you know, and that that's, that's the price, you know, of it.

**Roxy Manning 25:47**

The price of having support is that, you know, you just need to put up with whatever crap they deal out.

**Savanah 25:53**

Yeah - you know, yeah, yeah. I mean, and they and it's, it's, it's said with with pride, like, you know, you're so lucky, you should be grateful and be obedient and keep your mouth shut. And, you know, and it's like, it doesn't encourage this sort of, like me being authentic, you know? Because authenticity, you know, how dare you bring up your issues. Love is conditional, and your obedience to our values is the condition.

**Roxy Manning 26:29**

Yeah, and my guess is that that has not worked for you.

**Savanah 26:32**

No - that's why I'm estranged from my family too. It's like you want conditional love. I give you conditional love. It's like holidays, and it's like, you know, struggling to be as consistent sometimes as I - as they would like me to be, but I'm just like, yeah, the enthusiasm isn't there, yeah...

**Roxy Manning 26:57**

So Savanah, I want you to pause for a moment. It sounds like you've had a lifetime of making this work, making this kind of transactional relationship work, and it's left you not trusting you matter.

**Savanah 27:08**

Yeah, yeah.

**Roxy Manning 27:09**

Not trusting that your well being, you're thriving really deeply matters to other people.

**Savanah 27:15**

Yeah. And the strange thing is, where my friendships, where I've thought that I do have that. My friendships are where I felt like, okay, these are places where - that break away from that story, where I'm able to forge... Tearing up again. Yeah, that people don't have to love me, and therefore I can trust their love.

**Roxy Manning 27:46**

Yeah - that people are choosing you.

**Savanah 27:51**

Yeah - yeah.

**Roxy Manning 27:59**

And so this relationship that we're talking about is one where you found yourself falling back into that old pattern that isn't serving you.

**Savanah 28:07**

Yeah, yeah, yeah.

**Roxy Manning 28:10**

And I wonder, do you want to keep that quality of relationship, or do you want to keep stretching for, No, I as an adult, can choose relationships where I know I'm loved, and if people don't accept my fullness, it's not a healthy relationship for me?

**Savanah 28:26**

Yeah, yeah, that I I have the choice and yeah, yeah, you're right, yeah, yeah...

**Roxy Manning 28:34**

You have the choice and that there are people who do love you, who show up for you, that you're authentic with.

**Savanah 28:41**

Right. Yeah. And that, you know, this is where I can let go if it's not there for me.

**Roxy Manning 28:54**

Yeah. Another thing that comes to mind, as I hear you, is, this is also, you know, you talked about research later. And I love - we both have the science-minded brains. I love the idea of kind of testing

hypotheses, and this is another opportunity to test hypotheses when someone does something and don't even get the impact. Is there a way to, like, show up and say, "Hey, that was not okay with me," and possibly have a different outcome than you would have had as a child?

**Savanah 29:24**

Right. Yeah, you're right. And when you say that, one of my big worries is that she doesn't even remember this comment, and it was, God. There was so much self righteousness with it all.

**Roxy Manning 29:46**

So let's talk about that, right? Because now it's like, almost like, what would you say, if you - because I feel a little bit of a shift to saying, "Okay, I might want to have this conversation." So then the question is, what would you say? I know that you know some NVC, and you know, you've you've used and because you've been so impacted, you've used terms like so much self-righteousness and, you know, coldness, and in the way that you're describing how she spoke. It's possible that she might have that analysis of herself, like she's remembering it in this way. And it might be like what you said, that she doesn't remember it at all, and doesn't even remember how she showed up in that moment. And so this is where like, clarity about the observation would be really helpful. So if you can, like separate out what she said and then how you experienced it, so that you're claiming ownership of experience versus, "You did this thing," it might be possible for her to hear you. So how would you say what did she say to you?

**Savanah 30:42**

Yeah, because, I mean, even with this, I'm worried about - remember, you know, it's like one of those things where I didn't want to remember for a while.

I mean, I guess what I would say is like, "Okay, when I was preparing the space for the next person, we were in the kitchen, and it bothered you that there were so many, if I remember correctly, that there were so many things that were still - oh, that the drawers and the pantries were still more full of stuff than you had wanted. And when I said that I thought that is would be a gift, a contribution to next person coming, you said something about, 'Well, that's because you're not, you're not an adult who's had to give over space to...'" I don't remember...

**Roxy Manning 31:44**

Is it something like you haven't had - you're not an adult, the kind of adult who's had to take responsibility for turning a space over to a new person in the past - that you haven't lived that kind of life where you're expecting to get a nice, clean, wonderful place?

**Savanah 31:58**

Yes. Yes, that's what she was starting to say, Yeah, something like that, yeah.

**Roxy Manning 32:05**

Okay. So was there more that she said? Because then we can - the next part would be telling her what message you heard in that. But is that all she said?

**Savanah 32:14**

Yeah - I don't think she said wonderful for someone else, but I feel like that was the energy of it, or or it was something about also the legal part of it, meaning that you're responsible for giving the space over in a certain way because of the tenant agreement, but it was the tone and the face.

**Roxy Manning** 32:41

Okay, so let's pause for a second, because we're going to get to that piece. So just in terms of, like, first, the observation was, she said, and you could say this, right? "I know it's been a few years, but what I remember you saying was something to the fact that you were really unhappy with the amount of things that were in the pantry and in the drawers, and when I said that I was leaving them as a gift for the next person, because I would have enjoyed that gift, you know, like receiving the supplies? You said that that's because I was the kind of adult who hadn't had the responsibility of turning over a space in a way that kind of met the legal requirements of how to prepare a space to leave it in a certain orderly way."

**Savanah** 33:21

Yeah, yeah, that sounds more accurate, yeah.

**Roxy Manning** 33:24

Okay, so you can say that and kind of say it, but that this is what I remember you saying. And notice that in saying it this way, we haven't said anything about what her intent was, or anything like that. Just this is what she said, but it had an impact. And you get to talk about, here's the message I heard and how I heard you say it, or how I received you saying it, and the message I got.

**Savanah** 33:44

Yeah, because there was, I mean, there was condemnation in it, there was condemnation in it. I mean, I think I - the tone and the language she said was like, this is something that an adult should have had the experience of.

**Roxy Manning** 34:58

Okay. And so you could say that. "So and what really struck me, what was shocking to me, was you were saying this as if I should have done these things, that it was a rite of passage that I'd missed, and that there was judgment about me not being there.

**Savanah** 34:15

Right. And what I'm dealing with as you talk is that, I mean, I never had that belief in myself, but when she said it, I was, like, all of a sudden ashamed, like, Oh, I should have... This is - this way that I'm lacking in the world. Yeah, right.

**Roxy Manning** 34:34

Yeah. So this is one of those questions where you get to decide how vulnerable you want to be, right? Because you can say, you know, "And when you said that, when I heard what I was interpreting as judgment about the choices that I thought I was making to live this kind of unattached life that would be more spiritual, I started to question myself and how other people were seeing my choices. And it was

really hard having that coming, the sense of judgment coming from someone I trusted, shared my values.

**Savanah 35:03**

Yeah, who had been so warm and welcoming up till that point, and told me how important I was to them.

**Roxy Manning 35:15**

So I wonder, as I say, like kind of what you might say you might end with, “So it left me not sure how you feel about me, how you truly feel about me, and if there was truly respect and celebration of the person I am and the choices I've made.

**Savanah 35:30**

Yeah, yeah, yeah.

**Roxy Manning 35:35**

After you give the observation, I would check, you know, do you remember this moment? To see if she remembers that moment. But assuming she does, I would then say this impact piece, right, what came up for you. And then I would also ask her, you know, “Are you... and you get to choose. Could you tell me a little bit if you remember that moment, what was going on for you and why you would say it in that way?” Or I would ask, “Could you reflect back what you got of my experience?”

**Savanah 36:03**

Yeah. Yes, okay, that makes sense. Before asking what, how it lands, just kind of make sure that she got where, what I was trying to say, whether she agrees with it or not, yeah.

**Roxy Manning 36:18**

Right. And that will be the thing you might have to push a little bit. If she gets very defensive, you can say, “You know, I want to pause you, because what I'm really wanting right now is to know that you understood my experience, whether or not you agreed with it. So could you again, just let me know what you understood of how it impacted me?”

**Savanah 36:37**

Yeah, and maybe what I could do is, before I say it, I could ask, say, “Listen, I'm going to say something that has to do with the past and some experience I had. And one of the things that I'll, I want is for you to hear me out and to make sure that you heard me out before you tell me what you think, or, you know, react to it.”

**Roxy Manning 37:02**

Yeah, and, you know, one of the things that I often encourage people to do is like, you're inviting her into this conversation, and she has no idea what it's about. So you can start off by saying, I want to talk with you about something that happened in the past, and the reason I'm bringing it up after a couple of

years is because this relationship mattered to me a lot, and I noticed that I've still not been able to settle into trusting the relationship since this happened. So I want to share with you something that happened between us that had an impact on me, and I want to start off with you first reflecting back what you're hearing before we go into anything else, because I at least want to know that my experience was understood. Are you able to do that?

**Savanah 37:41**

Yes, that's great. All right, I want to write that down. Okay.

**Roxy Manning 37:47**

You'll get the recording. And I think it helps people a lot. Like, if I get that I'm doing this because the relationship mattered, she might be more likely to show up versus, I'm doing this because, you know, I'm writing you off, you know, I'm just like, about to blast you, and then it's done. It's like, No, I'm this is actually an invitation to repairing something.

**Savanah 38:09**

Yes, thank you. Yeah, that that is true. Yeah, yeah, to see if it could be possible to repair. Yeah, yeah.

**Roxy Manning 38:22**

The other piece I'm wanting to name - I know we're getting close to our ending time - but the piece I wanted to name is that it will be important for you going into this to have clarity around what it means, right? So if she isn't able to take any of this in, if she isn't able to respond in any way, it doesn't mean you failed, and it doesn't mean you don't matter. And it will be easy to go to that story like, Oh, this was proof that I didn't matter, right? But it doesn't.

**Savanah 38:53**

Yeah. It doesn't. Yeah.

**Roxy Manning 38:58**

What it might mean instead is that you've kind of run into the limits of her capacity, which is not about your mattering.

**Savanah 39:10**

It's hard because it does hit against that dignity thing again. But you know, it's like, I tried, right? Like you said, like if I don't try this, then, in a way, I'm allowing this old story from my family to pervade every part of my life. If I try this, then I'm kind of standing up for the quality of relationships that I want.

**Roxy Manning 39:38**

And that, for me, is actually part of the dignity thing, that when you show up and say, "Actually, if you do something I don't like, I will tell you about it, and I will be vulnerable. And I'm not asking you to take care of me. I can take care of myself. I'm saying this so that you know this is how I want to be treated. There's a lot of dignity in that.

**Savanah 49:58**

But aren't I asking her to take care of me, or aren't I hoping that she will take care of me?

**Roxy Manning** 40:04

Are you really? You're hoping that she will say, "Wow, I didn't live up to my values. I did something that's been bothering me." But is that taking care of you, or is it her kind of owning her truth and where she was?

**Savanah** 40:18

Okay. It will - I mean, the reason I'm doing that is because I'm hoping that that will happen and I will feel a sense of healing that will come out of it, you know? I mean, isn't that asking someone to take care of you? Isn't that hoping that something...

**Roxy Manning** 40:36

I think that there is - healing is something that's a really deep need and a sense of connection and hope for our authentic relationships. These are all things that we need. So taking actions that move us towards that need is beautiful. If you weren't prepared to say and she might not have the capacity to do that, she might be in her own kind of stuck place where people go to, right? I can't ever admit I did something, because it would mean I'm a bad person. That has nothing to do with you. And if you're able to recognize that this can go so many different ways, and that no matter which way it goes, it's not actually about you, right?

If she's able to show up fully, then she's showing up and saying - in some ways, she's saying, "You're right. I am the person you thought I was, and this has been eating at me, and I haven't been able to bring this up because I didn't know how to." She's not taking care of you, but you're getting this affirmation from her living her truth. That's important to you. And if she says, "No, what are you talking about? You know, you should have known all better about all of these things at that age." Then you're like, getting affirmation that, wow, she really doesn't have the capacity to - or this is a place where there's an invisible spot in her body of knowledge about how she wants to be as someone who values equity and inclusion, and she just doesn't have that. In both ways, it's taking care of you, because you're getting information you need about this person and whether you want to be in relationship with them. But it's not, it's not this kind of caretaking, right? I'm not going to do everything to make you feel better, and I have to tell you all the nice words. You're just inviting her to be real.

**Savanah** 42:14

Ooohhh okay. Yeah, that's different. I'm not asking her to sacrifice her truth, or anything like that, or... right, okay, yeah.

**Roxy Manning** 42:25

But it's like you're asking her to show up with her truth to help you better discern, ascertain, like, how do I want to be in relationship with this person? And is this the kind of person who lets me have the kinds of friendships I want, who has the capacity to show up in my friendships in the way that I value, and then you could decide, Okay, I don't actually want to be in relationship with this person, or I do.

**Savanah** 42:44

Okay, I get it. Okay.

**Roxy Manning** 42:50

And I also just want to keep - I love, love telling people there's nothing wrong with wanting healing. There's nothing wrong with wanting someone to say that shared reality that you talked about before. There is absolutely nothing wrong about wanting that. And you know, we've kind of set up this world where we're supposed to be strong and independent and people can't take care of us, but that's also this false, like, you're human, we're interdependent, we're impacted by each other. And if you could impact me as deeply as she has without her even knowing it. I also want to give her the opportunity to say, "Hey, did you actually want to have this impact? Is this how you want to be in the world? Not as taking care of me, but to acknowledge our interdependence."

**Savanah** 43:30

I love that. Is this how you want to be? Did you want to have that impact on me? Yeah. Yeah. Okay. Yeah.

**Roxy Manning** 43:41

I want to pause and check in and see how you're doing.

**Savanah** 43:45

I'm very appreciative of this, you know, yeah, yeah. I think this is an important growth, you know, yeah. And I like it as an experiment, because then it's like, "Hey, we're experimenting with our life, like, what is really possible in this world?" Yeah.

**Roxy Manning** 44:07

Mhmm. Yeah. And also, how can I move past all of these old, old stories that I learned in childhood that I can recreate, write a whole new novel for myself. Yeah.

Thank you.

**Savanah** 44:23

Okay, yeah - thank you.

**Sarah Peyton** 44:33

As we bring this episode to a close, I want to take a moment to reflect on the depth of what we just witnessed in this conversation between Roxy and Savanah.

So many of us have experienced moments like these, moments where a single interaction unravels our sense of trust, where we find ourselves questioning the foundations of a relationship we once believed in.

And in those moments, we often are left with a choice, do we speak up? Do we seek understanding, or do we quietly step away?

What I appreciate so much about this conversation is the way Roxy guided Savannah toward self-compassion, toward honoring the wisdom of her own responses and toward reclaiming agency and how she chooses to move forward.

There is no perfect answer, no single right way to navigate rupture and repair, but there is always the possibility of deeper self-connection, of choosing relationships that truly honor who we are.

I hope this episode has given you something to sit with, whether it's a new perspective on your own relationships, a reminder of your own dignity, or even just the reassurance that these struggles are shared and that healing is possible.

Thank you for joining us today. If this conversation resonated with you, I invite you to share it with someone who might find it meaningful. And as always may we all continue to build relationships rooted in care, authenticity and fierce compassion. Until next time, take good care.

**Sarah Peyton 46:28**

Thank you for being with us. If you enjoyed this episode and are finding value in these conversations, please help us spread Fierce Compassion by taking a moment to share this episode with a friend, and rate and review the podcast on your podcast app. This helps others find us, and helps make sure these conversations reach everyone who might benefit.

**Roxy Manning 46:55**

If you would like to receive live one on one coaching from Sarah or me on a special episode of the podcast, or you want to find out more, follow the link in the show notes, or visit our website.

You can find our books *How to Have Anti-Racist Conversations* and *The Anti-Racist Heart*, and learn about our podcast guests and new classes on our website [antiracistconversations.com](http://antiracistconversations.com).

**Sarah Peyton 47:18**

And Roxy and I love teaching, and we're always offering new classes, courses and other opportunities for learning in our own individual work. You can visit us at [roxannemanning.com](http://roxannemanning.com) and at [sarahpeyton.com](http://sarahpeyton.com) to learn more about our individual offerings.

**Roxy Manning 47:37**

We hope to see you.