

# SPEAK UP AGAINST BIAS

## INTERRUPT

*Speak up against every biased remark -- everytime, in the moment, without exception. Think about what you'll say ahead of time so you're prepared to act instantly.*

### **TRY SAYING:**

**"I DON'T LIKE WORDS LIKE THAT." OR "THAT PHRASE IS HURTFUL."**

## QUESTION

*Ask simple questions in response to hateful remarks to find out why the speaker made the offensive comment and how you can best address the situation.*

### **TRY SAYING:**

**"WHY DO YOU SAY THAT?" OR "WHAT DO YOU MEAN?"**

## EDUCATE

*Explain why a term or phrase is offensive. Encourage the person to choose a different expression. Hate isn't behind all hateful speech. Sometimes ignorance is at work or lack of exposure to a diverse population.*

### **TRY SAYING:**

**"DO YOU KNOW THE HISTORY OF THAT WORD?"**

## ECHO

*If someone else speaks up against hate, thank her/him and reiterate the anti-bias message. One person's voice is a powerful start. Many voices together create change.*

### **TRY SAYING:**

**"THANKS FOR SPEAKING UP. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT."**

