**INTERRUPT**
Speak up against every biased remark—every time, 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 ASKING**
“WHY DO YOU SAY THAT?” WHAT DO YOU MEAN?” OR “TELL ME MORE.”

**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 and reiterate her anti-bias message. One person's voice is a powerful start. Many voices together create change.

**TRY SAYING**
“THANKS FOR SPEAKING UP, ALLISON. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT.”
SPEAK UP!

- A tool designed for students and adults
- Gives you a pocket guide to interrupt bigoted speech
- Empowers you and students to stop hate in many forms such as jokes, slang, and “terms of endearment”
Prepare Yourself

- Make a commitment to stop bigoted speech. Say to yourself out loud:
  - I am a person who will speak up against bigotry.
  - I will not let hate have the last word.
- Develop responses such as:
  - “That offends me.”
  - “I do not think that is funny.”
  - “I am surprised to hear you say that.”
Prepare Yourself

- Simple questions are a good way to interrupt everyday bigotry
  - “What do you mean by that?”
  - “Why would you say something like that?”
  - “What point are you trying to make by saying that?”
- Questions place the burden on the person who made the remark
  - “Tell me more,” is an opportunity for the person to deepen their learning on why the speech was hurtful.
  - In response to jokes, you can say “I don’t find that funny.”
Prepare Yourself

- Practice phrases aloud
- Memorize them
- Have them ready at all times
- Other potential responses:
  - “Did you mean to say something that hurtful when you said that?”
  - “Using that word as a put-down offends me.”
  - “Using that word does not help others in our community feel safe.”
When and how do you say it?

- Are you safe to speak up?
  - You may be ostracized by colleagues or students
- How do you say it?
  - Use a calm, thoughtful voice
  - Do not react with shock
  - Be yourself
  - Be firm
  - Be confident
  - Know that you are doing the right thing
  - There is no need to shame or humiliate the person. Just interrupt
What are your goals?

- Changes in behavior take time
- Changes in beliefs take even longer
  - Be clear on what you want
  - Do not call someone a racist. Point out their behavior, not their beliefs
    - You can’t know their heart, but you can call them on their actions and speech
Elbow Questions

Q1: Describe to your partner a time when you wish you had this tool to use. (2 minutes for each person)

Q2: How do you think the situation might have been different if you had interrupted the bigoted comment? (2 minutes for each person)

Q3: What is the worst thing that could have happened to you in that situation? (2 minutes for each person)

Q4: Who can you practice with to help you be confident in using this strategy?
Resources

- [https://www.tolerance.org/sites/default/files/2017-07/Speak_Up_at_School_2.pdf](https://www.tolerance.org/sites/default/files/2017-07/Speak_Up_at_School_2.pdf)

- Jay Smooth: How to tell somebody they sounded racist: [https://www.youtube.com/watch?v=b0Ti-gkJiXc](https://www.youtube.com/watch?v=b0Ti-gkJiXc)