

# Teaching Tolerance: Speak Up! Pocket Guide

For LOSD, LOPD, City of Lake Oswego

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## INTERRUPT

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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

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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

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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

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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>

