

How to Speak Up!

End Everyday Racism & Sexism on the Job

BE READY.

Be courageous, and speak up. Open-ended questions are often a good first response.
“Why would you say that?” “How did you develop that belief?”

IDENTIFY THE BEHAVIOR.

Pointing out the racist behavior can help someone hear what they are really saying.
“You’re classifying an entire ethnicity in a derogatory way. Is that what I hear you saying?”

APPEAL TO PRINCIPLES.

What someone says in the moment is not necessarily an indication of everything they think.
“I’ve thought of you as a fair-minded person. It shocks me to hear you say something so bigoted.”

SET LIMITS.

Draw firm lines about what you will tolerate.
“Don’t tell racist or sexist jokes in my presence anymore.”

FIND AN ALLY/BE AN ALLY.

Find inspiration in others who are allies. If you aren’t the first voice to speak up against everyday bigotry, be the next voice.

BE VIGILANT.

Change happens slowly. People make small steps, typically, not large ones.

Adapted from www.tolerance.org/magazine/publications/speak-up/six-steps-to-speak-up

**Stay prepared and keep speaking up.
Everyone will benefit!**

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