



AGC of Washington Weekly *Toolbox Talk* Safety Meeting

How to Speak Up

End Everyday Racism & Sexism on the Job

Date _____ Jobsite _____ Discussion Leader _____

Attendance Sign- In:

Horizontal lines for attendance sign-in.

We all have a responsibility to help end everyday racism and sexism on the job site. Often, these issues more pervasive because racist and sexist comments and actions are tolerated and not confronted. Here are some helpful tips on meaningful ways to speak up and engage.

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 find tolerable. "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. Stay prepared and keep speaking up. Everyone will benefit!

Source: <https://www.tolerance.org/magazine/publications/speak-up/six-steps-to-speak-up>

Learn more about Culture of CARE at AGCWA.COM

Other Safety Items Discussed: _____

Horizontal lines for other safety items discussed.