

# INTERRUPT

## WITH SOMEONE YOU KNOW

Speak up against every biased remark—every time, in the moment, without exception. Not doing so, makes it seem as though prejudice towards one group is more acceptable. Think about what to say ahead of time to act instantly.

### THINGS TO SAY:

"Statements like that make me uncomfortable."  
"That word/phrase is hurtful."

## WITNESSING IN PUBLIC

Ensure safety of yourself and the individual. Check-in to see if they feel safe.

Focus on the victim. Start a conversation about something else and/or offer to stand/sit with them or escort them away from the situation.

### THINGS TO SAY:

"Do you feel safe? Would you like to leave this situation?"

# QUESTION

## WITH SOMEONE YOU KNOW

Ask simple questions in response to remarks to understand the purpose of the offensive comments in order to best address the situation.

Lead with empathy - sometimes people are not aware of the bias being perpetuated.

### THINGS TO SAY:

"Why do you say that?"

## WITNESSING IN PUBLIC

Ask a simple question to the perpetrator if safe to stop the attack.

If not safe, consider reporting to a responsible authority in the area.

Ask the victim what would make them feel safe and if they would like to report any situation.

### THINGS TO SAY:

"Why don't you leave them alone?"

# EDUCATE

## WITH SOMEONE YOU KNOW

Hate isn't always behind a comment. Sometimes ignorance is at work, or lack of exposure to a community.

Explain why a term or phrase is offensive.

Encourage the person to choose a different expression.

If a person is speaking hate, share that hateful language is not acceptable and that if they are going to continue a relationship with you to not use that language with you or create an unsafe environment in your organization.

### THINGS TO SAY:

"Do you know the history of that word?"

The Y is for all - and we do not condone hateful language or behavior of any kind that promotes an unsafe environment for anyone.

# ECHO

## ANYTIME

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

### THINGS TO SAY:

"Thanks for speaking up. I agree that word is offensive and we shouldn't use it."



# DON'T BE A BYSTANDER SPEAK UP AGAINST HATE & BIAS

