SPEAK UP AGAINST BIAS

**INTERRUPT**
Speak up against every biased remark -- everytime, 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 SAYING:
"WHY DO YOU SAY THAT?" OR "WHAT DO YOU MEAN?"

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

TRY SAYING:
"THANKS FOR SPEAKING UP. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN'T USE IT."

Adapted from Teaching Tolerance/Southern Poverty Law Center tolerance.org