

Interrupting Bias: Calling Out vs. Calling In

Calling Out:

- When we need to let someone know that their words or actions are unacceptable and will not be tolerated
- When we need to interrupt in order to prevent further harm
- Will likely feel hard and uncomfortable, but necessary
- Allows us to hit the “pause” button and break the momentum

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| Wow. Nope. Ouch. I need to stop you right there. | That word/comment is really triggering and offensive. Be mindful and pick a different word. | I need to push back against that. I disagree. I don't see it that way. |
| Okay, I am having a strong reaction to that and I need to let you know why. | I don't find that funny. Tell me why that's funny to you. | I wonder if you've considered the impact of your words. |
| Hmmm.. maybe you want to think this one through a bit more and speak about it later. | I need you to know how your comment just landed on me. | That's not our culture here. Those aren't our values. |
| Is sex/gender/gender identity/gender expression/race/class/ethnicity/religion/ability/immigration status/ body type/ marital status/ age/ pregnancy relevant to your point? How? | It sounded like you just said _____. Is that really what you meant? | I feel obligated as your peer/colleague/co-worker /friend/supervisor to tell you that your comment wasn't okay. |
| It sounds like you're making some assumptions that we need to unpack a bit. | You may or may not realize this, but you're talking about me/my story/my identity markers. | I need to leave the room if the conversation is going to continue down this road. |
| Remember, it is a powerful thing for the target of oppression to hear these words from the mouth of an ally! | | |

Adapted from Oregon Center for Educational Equity: *What Did You Just Say? Responses to Racist Comments Collected from the Field*



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Calling In:

- When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
- When we are seeking to understand or learn more
- When we want to help imagine different perspectives, possibilities, or outcomes
- Provides for multiple perspectives and encourages paradigm shifts
- Focused on reflection, not reaction
- Is not just a suggestion with an uptick (Don't you think you should...?)

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| I'm curious. What was your intention when you said that? | How might the impact of your words/actions differ from your intent? | What sort of impact do you think your decision/comment/action might have? |
| How might someone else see this differently? Is it possible that someone might misinterpret your words/actions? | How might your own comfort level, assumptions, expectations, prior experiences be influencing your beliefs, decisions, process? | How is ___ different from ___? What is the connection between ___ and ___? |
| What criteria are you using to measure/assess etc? | How did you decide, determine, conclude... | What would have to change in order for ___? |
| What do you assume to be true about ___? | Why is this the best way to proceed? What other approaches have you considered? | What is making you the most fearful, nervous, uncomfortable or worried? |
| Why do you think that is the case? Why do you believe that to be true? | Why do you think others have/haven't moved in that direction? | How do you know it's working? |
| Why did the result or response cause a problem for you? | What would other stakeholders say/think/feel? | In your opinion, what is the best case scenario? |
| Think: How might we call out the behavior, while calling in the person? | | |

Adapted from the School Reform Initiative *Pocket Guide to Probing Questions*



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