

Intervention Method: Direct

“Direct” interventions include calling out and calling in bias.*



Tips for Calling Out Bias:

When to use this method

1. When we have to communicate emphatically that someone's words or actions are not okay and won't be accepted.
2. When we have to step in to prevent more harm from happening.
3. When we have an opportunity to stop and disrupt the situation, putting a halt to what's going on.
4. When there is an opportunity for a learning moment.

Things to consider first

- Are you physically safe?
- Is the person being targeted safe?
- It might be tough and awkward, but it's important.

Some things to say

- Wait a minute, how is [sex/gender/gender identity/gender expression/race/class/ethnicity/religion/ability/immigration status/body type/marital status/age/pregnancy] relevant here?
- I'd like to let you know that you're also talking about me when you say...
- It sounds like you are saying “XYZ” - is that the case?



Tips for Calling In Bias:

When to use this method

1. When there is an opportunity for a reflective and thoughtful conversation.
2. When we don't understand what is happening and we want to clarify.

Things to consider first

- Is there time and space for the dialogue?
- Are you mentally and emotionally prepared to facilitate a discussion?
- How can you keep the conversation productive?

Some things to say

- It sounds like you're making some assumptions that I don't align with, and I'd like to explore that further.
- I'm not sure you're coming across in the way that you want to. Can we take a moment to consider the impact of your words?
- Can you help me understand what you meant by that comment?



**Adapted from Tufts University (n.d.). Interrupting Bias: Calling Out vs. Calling In. Diversity and Inclusion. Retrieved September 23, 2023, from <https://diversity.tufts.edu/resources/interrupting-bias-calling-out-vs-calling-in/>*