



Tips for Interrupting Hate, Bias & Racism: SPEAK UP!

Interrupt

1

Speak up against biased remarks the moment it is happening. For example, say: “I don’t like words or actions like that.”, “That word(s) or action(s) is hurtful.”, “That language is not appropriate in Westfield Schools.”

Question

2

Ask simple questions to find out why the words or actions occurred. For example, “What did you mean by that?” or “Tell me more about that.”

Educate

3

Explain why a term, phrase or action is offensive. Encourage the use of appropriate phrases and language. Ask questions such as, “Do you know the history of that?”

Echo

4

Be the person repeating that biased and harassing remarks are not appropriate. There is strength in numbers, so thank the person speaking up and support them.