

Speaking UP Against Injustice: IQEE

INTERRUPT

INTERRUPT:

- “Excuse me, can I just clarify what I think I hear?”
- “Hold on, can we go back to what you called the virus?”
- “Just a second—let’s discuss your point that the virus is somebody’s fault.”
- “Before we continue, I want to talk about the language you just used.”

QUESTION

QUESTION:

- “Why do you feel that way?”
- “What made you say that?”
- “Where did you get that information? / Were the facts validated?”
- “Why do you think some people may find what you said inappropriate or harmful?”
- “Have you considered the implications of your actions/words?”

EDUCATE

EDUCATE:

- “I’d like to share a different perspective.”
- “Let me share my personal experiences.”
- “Here’s what I know about the historical impact.”
- Share data, facts, personal experiences, not necessarily as a means to convince but as a means to think differently.

ECHO

ECHO:

- When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
- “Thank you for saying something.”
- “I agree with that and let me add. . .”