Speak up against every biased remark—every time, 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.**”

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 ASKING**
“**WHY DO YOU SAY THAT?**” OR “**WHAT DO YOU MEAN?**” OR “**TELL ME MORE.**”

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?**”

If someone else speaks up against hate, thank her and reiterate her anti-bias message. One person’s voice is a powerful start. Many voices together create change.

**TRY SAYING**
“**THANKS FOR SPEAKING UP, ALLISON. I AGREE THAT WORD IS OFFENSIVE AND WE SHOULDN’T USE IT.**”