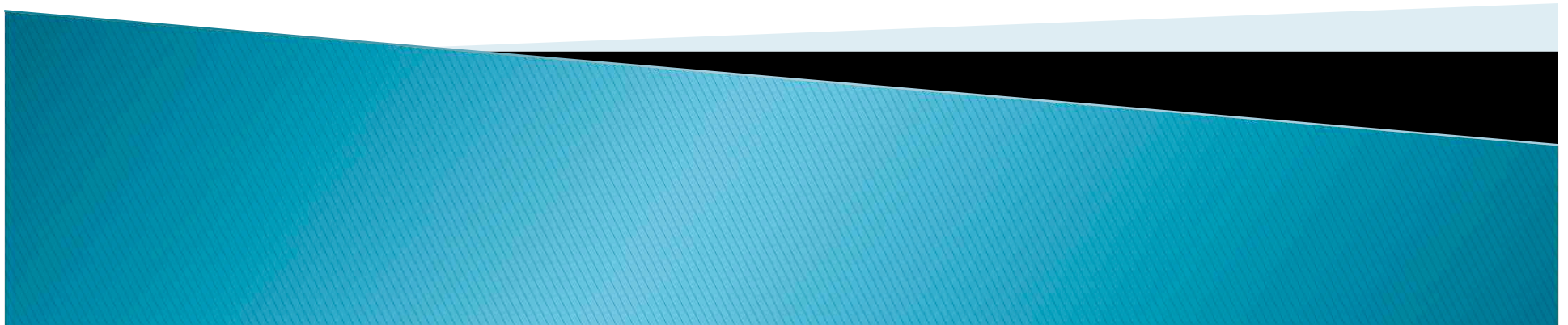


Ways of interrupting Bias

Responding to Bias Bullying Behavior



Responding to Bias Bullying Behavior

1. Listen and try to understand what the person is saying.
2. Paraphrase what is being said.
3. Share how you feel about the comment or behaviour. “I” Statements can be helpful here.
4. Ask questions to clarify what is being said or felt, why the person feels that way, and where the person got the information.
5. Let the person know it is the comment or behaviour, which is problematic, not the person. It helps to recognize that bias is learned, not something with which we are born.
6. By speaking to a person in private, we take away the element of embarrassment or shame for being criticized in public.
7. Remaining calm, non-judgemental, and caring is an important element of effectively responding to bias. Responding aggressively is likely to escalate the bias.
8. Sometimes we may need to take the time to become calm before discussing the bias.
9. Offering alternative information concerning the bias is sometimes effective.
10. Dialogue, restorative justice and some forms of mediation may also help.
11. Asking for specific guidelines might be an outcome of an agreement; e.g., “I agree not to make biased comments around you.”