



CALLING IN



It is important to address behavior that may be racist, sexist, or another form of bigotry. "Calling In" is a way to stop, change, and prevent problematic behavior by talking with someone. When you Call In, you hold someone accountable for their *behavior* by encouraging them to think about their actions and impact. We Call In because misunderstandings and mistakes happen, and they are opportunities for learning and growth.

TRY TO



Explain
Why You Think It's
a Problem



Talk about Impact
on You and Others



Be Kind and Patient
Empathy is important



Keep an Open Mind
e.g., don't assume
you know their intent



Listen
to their perspective



Ask Questions
to Understand their
Position Better



Follow Up
Usually more than one
conversation is needed



Get Help
This is hard.
You're not alone.

AVOID

Condemning or "canceling" people who have said or done problematic things can cause them to feel attacked, become defensive, and shut down, not change.



Labeling the Person
e.g., name calling



Bullying
e.g., repeatedly
shaming or belittling
the person



Piling On
e.g., telling others to
shame the person



Public Shaming
i.e., think about the
best place, time, and
way to talk to them



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**That's not what
I believe**

**I feel hurt
when you
say that**

**Can you tell
me more about
why you think
that?**

**I don't think
that's funny**

**I feel hurt
when you say
that.**

**Can you tell
me more about
why you think
that?**

**Can we
talk about
that more?**

I disagree.

**I need time
to process
what you
just said.**

**How do you
think [person]
would feel if
they heard you
say that?**

**I feel
uncomfortable.**