Anti-discrimination Response Training (A.R.T.)
What can YOU do when you witness discrimination?
11 Response Categories

1. Interrupt (Assertive interjections)
   ✓ Stop it.
   ✓ Wait a moment.

2. Express upset feelings (Expressing personalized emotional reaction)
   ✓ I can’t believe you are saying this.
   ✓ I’m surprised to hear you say this.

3. Call it “discrimination” (Calling it racism or sexism)
   ✓ That’s discrimination.
   ✓ It’s not fair.

4. Disagree (Disagreement)
   ✓ I don’t think it is true.
   ✓ I must disagree.

5. Question validity (Questioning the validity of a statement or an over-generalization)
   ✓ Everybody?
   ✓ Always?

6. Point out how it offends and hurts people (Pointing out hurtful and offensive nature)
✓ It’s a hurtful comment.
✓ Ouch! That hurts.

7. Put the initiator on the spot
✓ What? Excuse me?
✓ Could you repeat what you just said?

8. Help the initiator to self-reflect (Empathic confrontation)
✓ You sound really annoyed.
✓ Would you mind telling me what’s going on with you?

9. Support the receiver (Approaching and supporting the receiver)
✓ You are not alone. I’m with you
✓ This is terrible. I’ll come with you. So, let’s get help.

10. Ask others for involvement and help (Approaching externals: professors, friends, classmates, other third party members)
✓ You are one of the professors I can trust. Can I talk to you about something serious?
✓ I need to talk with you about what happened today.

11. Approach other witnesses at the scene (Approaching co-witnesses)
✓ Did you hear what I just heard?
✓ We can’t just stand here, let’s do something about this.