

really? You can change the script.



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 offender on the spot

- ✓ What? Excuse me?
- ✓ Could you repeat what you just said?

8. Help the offender to self-reflect (Empathic confrontation)

- ✓ You sound really annoyed.
- ✓ Would you mind telling me what's going on with you?

9. Support the victim (Approaching and supporting the victim)

- ✓ 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.