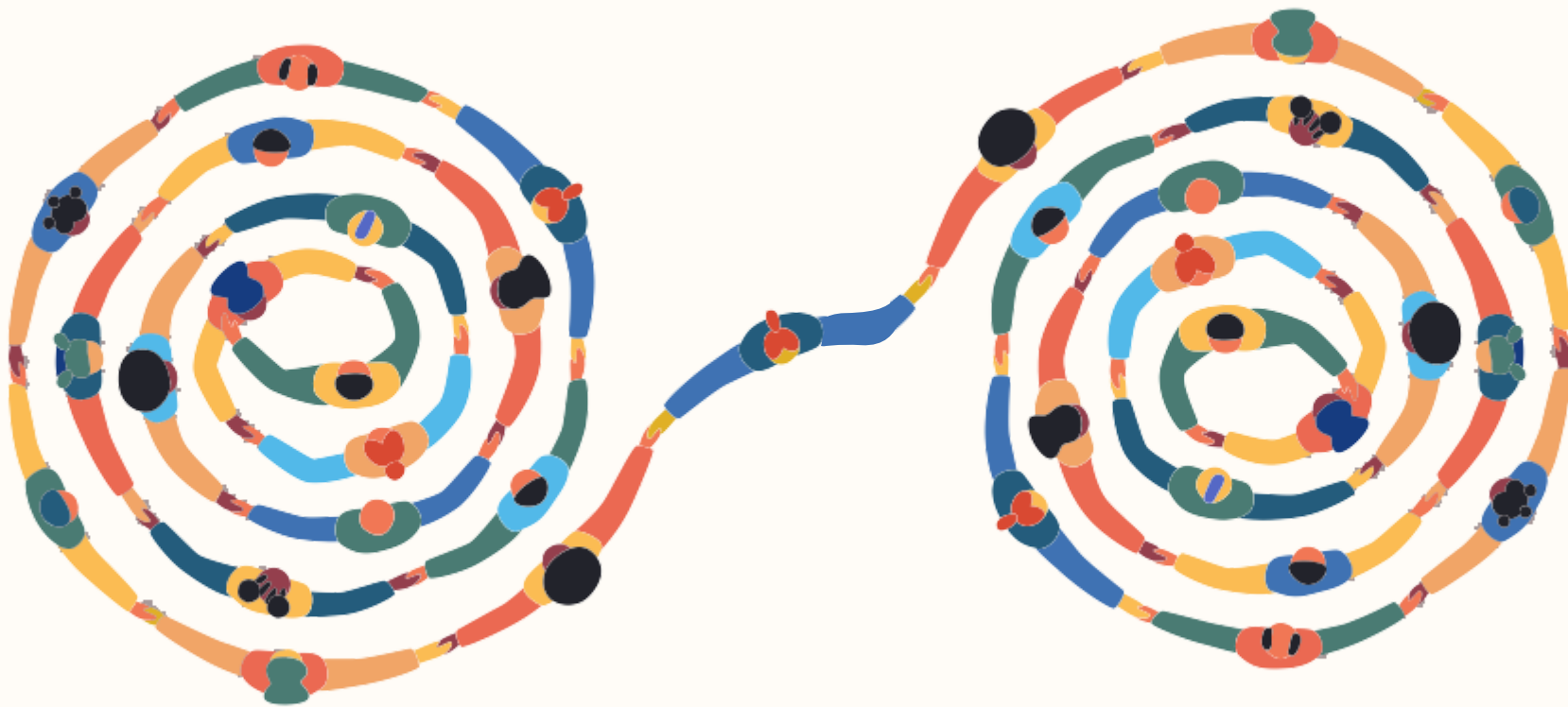


Wednesday

WeBelong Monthly:



Calling In vs. Calling Out



The Basics

Calling In:

Private counsel to correct language or behavior

Calling Out:

In-the-moment corrections, potentially in a group setting

Why Would I Call Someone In or Out?

- You're endeavoring to create a compassionate space for listening, understanding, offering new information, and correcting assumptions.
- You want to lean into having tough conversations with people in your sphere of influence – these are individuals or groups you know personally, and that will be open to dialogue with you.

The Differences

Calling In

is an invitation to a one-on-one or small group conversation to bring attention to an individual or group's harmful words or behavior, including bias, prejudice, microaggressions, professionalism, discrimination, etc.

Calling Out

is bringing public attention to an individual, group, or organization's harmful words or behavior

What Are Moments to Call In or Out?

- Macroaggressions or bullying behavior
- Amplifying when someone's idea is passed over, or someone else takes credit or miscredits
- Appreciation and shout-outs for work that may have gone unseen
- Coaching moments for presence, tone, and/or attitude
- Culturally nuanced feedback
 - Behaviors, words, or actions in conflict with a culture code or values

Examples of Microaggressions



"You're so beautiful! You don't look trans!"

"I'm not racist. I have several Black friends."

"So, where are you really from?"

"Your English is really good!"

"You're Latino? But you look White?"

"You are so articulate."

"You should smile more."

"You have ADHD? But you seem so normal."

"I wish I could sit down all the time!"

"Do you mind if I touch your hair?"



Examples of Micro-Microaggressions



"Ugh I'm going crazy! This is so insane."

"Hey you guys!"

"Let's have a quick pow-wow."

"Her mother is elderly/a senior citizen."

"He is the client guru!"

"We blacklisted that client."

"I'm literally killing myself for this client!"

"Our nonprofit partner serves homeless people."

"They were grandfathered into this pricing model."

"Their daughter has special needs."



How to React When You are Called In or Out

First, apologize!

Then, practice CPR:

1. Calm yourself
2. Practice Humility
3. Repair

And Avoid Saying...

- “You’re being so sensitive!”
- “Oh, I was just kidding.”
- “But I really didn’t mean it that way, so I don’t know why this matters so much...”

When We Harm

We will **ALL** make mistakes! Remember that so if and when you cause harm, consider the following:

- Channel empathy, openness, and an intent to repair the harm.
- Do not center yourself.
- At all costs, **avoid gaslighting phrases** like...
 - “Relax... I was only joking.”
 - “You’re reading too much into this.”
 - “Why would you think that?!”
 - “It feels like you’re overreacting right now...”
- Instead, consider **accountability phrases** like...
 - “Thanks for calling me out on that. I know that took energy for you to do.”
 - “I messed up. I’m going to work on getting better.”
 - “I’m sorry for harming you.”

When We Witness Harm

And lastly, if you witness the harm, use disrupting phrases:

- **Ask for more clarification:** “Could you say more about what you mean by that?” “How have you come to think that?”
- **Separate intent from impact:** “I know you didn’t realize this, but when you [redacted] (comment/behavior), it was hurtful/offensive because [redacted]. Instead you could [redacted] (different language or behavior).”
- **Share your own process:** “I noticed that you [redacted] (comment/behavior). I used to do/say that too, but then I learned [redacted].”