

Commit to respond to everyday bias and bigotry. Sign this pledge and place it in your wallet, book bag, or desk drawer. Or post it on your wall for all to see. Share the pledge with friends and family, classmates, co-workers and others, making as many photocopies as you need. Post the pledge in public places, encouraging others to join. Because what we say matters.

I PLEDGE TO SPEAK UP!

In pledging to respond to everyday bigotry, I will:

- Speak up when I hear or see bigotry;
- Question and identify bias when I see it;
- Be mindful of my own behaviors;
- Promote and appeal to higher principles;
- Set limits on what is said or done around me;
- Seek help and help others to work against bigotry; and
- Remain vigilant and persistent.

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SPEAK UP!

Resources:

- **Anti-Defamation League** www.adl.org
- **Everyday Democracy** www.everyday-democracy.org
- **GLSEN** www.thinkb4youspeak.org
- **Partners Against Hate** www.partnersagainsthate.org
- **The Prejudice Institute** www.prejudiceinstitute.org
- **Teaching Tolerance** www.tolerance.org

responding to hate in schools:

www.tolerance.org/pdf/rthas.pdf

- **Understanding Prejudice and Discrimination,**
Ed. Scott Plous www.understandingprejudice.org

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CARROLL COUNTY PUBLIC SCHOOLS
EQUITY AND COMMUNITY OUTREACH

Responding to Prejudice



"SHARE OUR
SIMILARITIES;
CELEBRATE
OUR
DIFFERENCES."
M. SCOTT PECK

Managing Conflict

1. STOP AND EXPLAIN

Use “I” statements to explain your perspective and calmly talk things through.

2. LISTEN, AFFIRM, and ACKNOWLEDGE

Use active listening skills to listen to the other person’s perspective, and acknowledge how you may have contributed to the problem.

3. COMMUNICATE

Respectfully communicate what you need, and what you are willing to do in order to resolve the conflict.

4. NEGOTIATE

Clarify the steps that you and each person involved in the conflict will take to reach a compromise.

- A. **Mediate:** If necessary, ask a neutral person to help mediate the conflict.
- B. **Arbitrate:** If necessary, ask the neutral person to step in and decide on a just course of action to resolve the conflict.

5. AGREE

Agree on a solution and commit to resolving the conflict.

6. LEGISLATE

If necessary, establish or change rules and laws so that the conflict will not occur again.

Know the Language

Anti-bias: an active commitment to challenging prejudice, stereotyping, and all forms of discrimination.

Bias: an inclination or preference either for or against an individual or groups that interferes with impartial judgment.

Bigotry: an unreasonable or irrational attachment to negative stereotypes and prejudices.

Discrimination: the denial of justice and fair treatment by both individuals and institutions in many arenas, including employment, education, housing, banking, and political rights. An action that can follow prejudicial thinking.

Prejudice: prejudging or making a decision about a person or group of people without sufficient knowledge. Frequently based on stereotypes.

Scapegoating: blaming an individual or group for something based on that person or group’s identity when, in reality, the person or group is not responsible. Prejudicial thinking and discriminatory acts lead to scapegoating.

Stereotype: an oversimplified generalization about a person or group of people without regard for individual differences.

Top Ten

Appropriate Responses to Insensitive Comments and Behaviors

1. **Try to assume good will.**
For example, “I don’t think you meant to hurt _____ today, but remarks about _____ can be hurtful.”
2. **Remember your “rights”.**
For example, “I don’t want to hear jokes and comments about _____. It makes me uncomfortable.”
3. **Ask to speak with the person privately.**
For example, “I was thinking about what happened in the faculty room today and was hoping that we could talk about it later.”
4. **Use “I” statements rather than “you” statements.**
For example, “I was uncomfortable when _____ was excluded” rather than “You shouldn’t have excluded _____ today.”
5. **Be willing to talk about these topics openly.**
The person you challenge may begin to view you as someone he or she can talk with in order to learn more about issues of fairness.
6. **Help people rethink the stereotypes they express.**
For example, “I know many _____ people who don’t act the way you are describing.”
7. **Look for support.**
For example, “I’m feeling uncomfortable about _____ always being the target of rumors and jokes. If you’re feeling the same way, we’ll be stronger if we speak out together.”
8. **Model fairness and respectful behavior yourself.**
People who confront unfairness and prejudice must demonstrate fairness and respect in their daily interactions with others, even with perpetrators of bias.
9. **Think about how this incident could become a teachable moment.**
Provide an opportunity to have a classroom discussion about feelings and experiences of exclusion and bias.
10. **Empower others to spread the message of empathy and respect.**