How to Address Bias

You CANNOT force a person to believe what you believe. You CAN dictate what is acceptable and comfortable around you.

Addressing Bias Directly:

1.	Now or Later	Will you wait to speak to the person alone later or will you address the comment now?
2.	State Facts	Factually restate the offensive remark.
3.	Use "I" Statements	Use "I" statements to explain how the remark feels to you and explain why the comment is offensive to you.
4.	Assume Good Will	Minimize an aggressive response by assuming the person is not intending to offend you.
5.	Request a Bias-Free Zone	Explain that they can think what they want, but request they not say it around you.

Example: "That's so retarded."

I just heard you say that was retarded. I am uncomfortable with that word. There is an entire group of people that have mental or emotional disabilities. When that term is used, it attaches negative stereotypes or assumptions to that group of people. I'm sure you didn't mean to do that, but please don't use that expression around me.

Addressing Bias Indirectly:

Ask a question.	*What do you mean by that?*
Broaden the behavior.	*I don't think all black people are good at sports, many people of all races are good at sports.*
Make it individual.	*Are you saying all black people are good at sports or are you speaking about someone in particular?*

When the reply is, "I was just joking" what do you do?

I will not get into a discussion with you about whether or not the comment was a joke. I feel uncomfortable by it and I am asking that you not speak like that in front of me.