

Creating A Calling-in Culture

- Stay Responsible for your feelings
- Identify unconscious biases (conversation filters)
- Be mindful of personal power and privilege
- Provide Micro-affirmations
- Ask Why..., Five times!
- Allow for mistakes to happen
- Think about what makes your relationship with this person important.
- Engage in dialogue including clarifying values and checking your personal perception

Reference: <http://www.civildialogue.org.au/2013/07/calling-in-jays-disposable-was-holding-someone-by-the-reins/> by Ngoc Loan Trinh, civildialogue.com

Mindtools: Five Whys Analysis (Jedson; downloaded 9/14/2018)

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Desired Outcomes Reflections

To pursue the “calling-in” ideal outcomes, reflect on the following questions:

- What does the person(s) harmed need?
- Are there other community members (such as bystanders or members of the same marginalized group) who have been impacted? What do they need?
- In what ways does the culture of this community support this behavior?
- Does the person harmed feel safe in community with the person who caused harm?
- Is the person who harmed willing to learn and change their behavior?

From Things We Need to Consider When Choosing Between Calling Someone Out or Calling Them In; Johnson

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