

# Calling people in

(adapted from everydayfeminism.com with a touch of consulterin)

Sometimes it's better to have the conversation **privately**, as sometimes a public conversation isn't inappropriate. It depends on the nature of the oppressive thing they did and what kind of relationship you have.

If I am familiar enough with that person to know they might be scared or embarrassed about their mistake, a private conversation could be better.

**After all, I'm more interested in helping them change their oppressive behavior than publicly shaming them for it.**

**Mention the specific action and explain why it was hurtful or oppressive.** Maybe the person doesn't understand exactly why their behavior is harmful.

Let them know how it impacts you directly, if it does. "I'm personally really hurt by..."

I explain how their actions hurt my feelings. I'll be sure to explain how and why so the experience can be learning and not shaming.

Examples of language:

- I wanted to speak to you for a sec about that thing you said earlier. I know you're a good person and care about others. That's why I want to mention this. You said.... It made me feel....I am concerned that.... I really appreciate you being the kind of person that I can raise this with.
- Sometimes it's easy just to get wrapped up in everyday language without realizing it can be harmful sometimes. Earlier when you said....I felt .... I was worried it might have offered other members of our community. I know you care about others so I wanted to mention it. I do things like this too sometimes. It's not easy to talk about but I care about you and our community. Thanks.
- I know you probably didn't mean anything by what you did earlier (name it) but I felt... It was triggering for me... I wanted to speak to you about it because I know you would never do anything to specifically hurt someone but rather you just want to be fun and funny. I really appreciate that about you most of the time. This thing in particular was challenging.

**\*\*Listen to them and what they have to say.** If you are not working from a goal of shaming or being righteous, it will be easier to get a good result with them. Come from a perspective that we're all in this together and all learning. We all make mistakes or don't realize when we do things that could hurt sometimes. You will not elicit as much backlash or resistance or defensive language if you take this approach. Plus, you might make a real difference with them.