

Q: What can I do if I perpetrate bias?

5As

- **Avoid defensiveness:** Be quiet. It's time to listen. Intent is different from impact.
- **Acknowledge it:** Do not gaslight, ignore, or erase. Call it out.
- **Apologize:** "I am sorry. [My intent was ____, but I recognize the impact was _____.] I did not intend to harm, but I can see that I did, and that's on me. I am sorry."
- **Awareness (get educated):** It's not your victim's or any other friend or person who is BIPOC, LGBTQIA2S+, disabled, religious minority, immigrant, or refugee's responsibility to educate or forgive/bleed or even engage with you. Opportunity is all around you.
- **Action:** Use your privilege. Give voice. Give money. Give time. Teach your family/neighbors. Cede a seat. Suggest or start stacking.

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