

Q: What can I do if I witness targeting in the classroom?

- **Interrupt:** Interrupt it. Every time. In the moment. Without exception.
 - Early, firm intervention.
 - Your foundation of classroom culture and respect is key here.
- **Question:** Explore it. Tease it out. Remember your tone.
 - “Why do you say that?” “What do you mean?” “Tell me more.”
 - Goal: understand the roots of the bias.
 - Is it ignorance? Lack of exposure? Longstanding pattern of behavior? Hate?
- **Educate:** Explain why the term or phrase is offensive.
 - Add context and information to dispel bias.
- **Echo:** Reiterate the anti-bias message or thank the first person for speaking up, or both.
- **Responsibility:** Repair. Movement toward identifying biases. Self-education.
- **Support:** Opportunities for affinity, reestablishing safety, and affirmation of belonging.

Source: [Learning for Justice](#) + Oregon DOJ Bias Response Program

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