### really? You can change the script.



# Anti-discrimination Response Training (A.R.T.) What can YOU do when you witness discrimination? 11 Response Categories

- 1. Interrupt (Assertive interjections)
  - ✓ Stop it.
  - ✓ Wait a moment.
- 2. Express upset feelings (Expressing personalized emotional reaction)
  - ✓ I can't believe you are saying this.
  - √ I'm surprised to hear you say this.
- 3. Call it "discrimination" (Calling it racism or sexism)
  - ✓ That's discrimination.
  - ✓ It's not fair.
- 4. Disagree (Disagreement)
  - ✓ I don't think it is true.
  - ✓ I must disagree.
- 5. Question validity (Questioning the validity of a statement or an overgeneralization)
  - ✓ Everybody?
  - ✓ Always?

Ishiyama, F.I. (2011). *The Anti-Discrimination Response Training (A.R.T.) Program: The Facilitator's Guide for Teaching Active Witnessing Skills*. (Unpublished manual) UBC, Vancouver, BC.

## 6. Point out how it offends and hurts people (Pointing out hurtful and offensive nature)

- ✓ It's a hurtful comment.
- ✓ Ouch! That hurts.

#### 7. Put the offender on the spot

- ✓ What? Excuse me?
- ✓ Could you repeat what you just said?

#### 8. Help the offender to self-reflect (Empathic confrontation)

- ✓ You sound really annoyed.
- ✓ Would you mind telling me what's going on with you?

#### 9. Support the victim (Approaching and supporting the victim)

- ✓ You are not alone. I'm with you
- ✓ This is terrible. I'll come with you. So, let's get help.

## 10. Ask others for involvement and help (Approaching externals: professors, friends, classmates, other third party members)

- ✓ You are one of the professors I can trust. Can I talk to you about something serious?
- ✓ I need to talk with you about what happened today.

#### 11. Approach other witnesses at the scene (Approaching co-witnesses)

- ✓ Did you hear what I just heard?
- ✓ We can't just stand here, let's do something about this.