

● Calling-In vs. Calling Out Strategies

There are different ways of engaging others in GBV work.

- **Calling Out Strategy**– Using a call out strategy involves openly, directly, and assertively addressing bias and discrimination. You hold people responsible for their actions and challenge beliefs.
- **Calling In Strategy** – Using a call in strategy involves having a private and constructive conversation with the person causing the harm instead of shaming them publicly. This encourages dialogue and learning.

Both methods have value. Some situations require immediate public attention; others can be dealt with better privately.

Examples of Calling In Strategies

- I'm curious, what was your intention when you said....
- How might the impact of your words or actions differ from your intent?
- What makes you most uncomfortable?
- Is it possible someone may misinterpret your words or actions?

Examples of Non-Violent Communication include

- Instead of saying, you need to stop saying offensive things, say, can we find a way to ensure our conversations are respectful?
- Instead of saying, you're always making sexist jokes, say I've noticed there are often derogatory comments about women in our conversations.

