

**Responding to Hate Speech in Arlington Public Schools**

**What is Hate Speech?**

“Any form of expression through which speakers intend to vilify, humiliate, or incite hatred against a group or a class of persons on the basis of race, religion, skin color, sexual identity, gender identity, ethnicity, disability, or national origin.”

-American Library Association

The Office of Diversity, Equity and Inclusion offers training to staff, parents/caregivers and students about identifying and responding to hate speech and other harmful language.

**Styles of Interrupting Hate/Harmful Speech**

<b>Competitive Interruption</b>	<b>Cooperative Interruption</b>
<ul style="list-style-type: none"><li>● Interruptions that seek to redirect the focus of attention.</li><li>● Speaker feels the need to express something that is emotionally significant to them or the community.</li><li>● Used to take over a conversation.</li></ul>	<ul style="list-style-type: none"><li>● Interruptions that are more supportive of the main speaker's floor rights, and the intention is usually to keep the attention on the main speaker's point.</li><li>● Listener becomes the speaker for a short time through helpful remarks or quick questions.</li></ul>
<b>Examples</b>	<b>Examples</b>
“Excuse me, I have to intervene here...”  “I need to speak up about what was just said...”  “We need to address what was just said...”	“I heard what you said. It is important to recognize the impact of our words. Can you talk to me about why you chose that word?”  “Would you elaborate on why you said that? I’m interested in your perspective, but I’m concerned about the implications of

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“Stop, let’s rethink how we express our opinions...”

“Wait a second let’s think about the impact of our words...”

“We are going to stop right here, I don’t like the tone of this conversation, we are going to refocus and discuss the tone being used.”

“I disagree with that language because...”

that word/statement on others.”

“I see where you are coming from, but have you considered how that word/statement might be interpreted by others?”

“It seems like there’s a lot of passion/energy behind what you’re saying. How about we discuss this in a way that promotes understanding and dialogue?”

“As someone who has been affected by similar language, I find it hurtful and divisive. Let’s work together to promote a more inclusive community.”

“I respect your right to express your opinion, can we do so in ways that don’t demean or attack others?”

“In this community/classroom, we strive to create an environment where everyone feels valued and respected. How can we use language that informs, engages, and uplifts each other?”