



## EQUITY 101: Defining and Cultivating Inclusive Excellence at WSU | STRATEGIES FOR SPEAKING UP

- Acknowledge; Correct; Move Forward
- I'm really nervous/scared/uncomfortable saying this and/but...
- From my experience/perspective as [identity]...
- I'm afraid I may offend someone, and please let me know if I do, but...
- I'm not sure if this will make any sense, and/but...
- I just felt something shift in the space. I'm wondering if anyone else did too.
- It seems as though some people may have had a reaction to that. Can you help me understand why?
- Can you help me understand whether what I'm thinking right now is problematic?
- I'm having a "yeah but." Can you help me work through it?