

# So You've Been Called Out

Everyone will be called out at some point or another- no one can be 100% right, 100% of the time. Being called out is an opportunity to reflect, grow as a person, and become more inclusive.

We have developed this flowchart to help you navigate being called out.

## 1) Don't get defensive

The impact of an action matters more than the intention of the action. By getting defensive you are signalling that you believe your reputation to be more important than the pain caused. This is not about you – it is about a behaviour that is harmful, demeaning, or both

## 3) Find out what you did...

...but remember, no one owes you an explanation. Try: 'I would be grateful if you could explain why my behaviour was inappropriate, but I understand if you do not want to.'

## 5) Take responsibility

If you don't understand why you were called out or want to gain greater understanding of what types of behaviour are inappropriate, take the time to do your own research. You shouldn't ask others to bear the burden of your education.

## 7) Move on and be better

Move forward armed now with a better understanding of how your words and actions may impact others.

## 2) Apologise

This should not be a backhanded apology such as 'I am sorry if you were offended' but rather a genuine apology: 'I am sorry that my behaviour was offensive.'

## 4) Process and reflect

Acknowledge your feelings of hurt, worry, or even anger and try to understand why you feel this way. Are these feelings helpful and what do they ultimately protect? Being called out can trigger fragilities in people that only act to enforce and perpetrate the structures of oppression that led to the offensive behaviour.

## 6) Don't dismiss the incident

Speak to the person that called you out and/or the person harmed -these are not always the same person! This shouldn't be an exercise in seeking forgiveness, but in owning your behaviour and making it clear that you will endeavour to be more thoughtful in future. It is crucial that you don't demand this conversation. Remember: this moment isn't for you, it's for the people who have been hurt or offended. They may not want to revisit the incident. Respect this boundary.