

Calling In vs. Calling Out Culture

Maria X. Isip-Bautista

Dwayne A. Hunt

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Breakdown: Calling Out vs Calling In

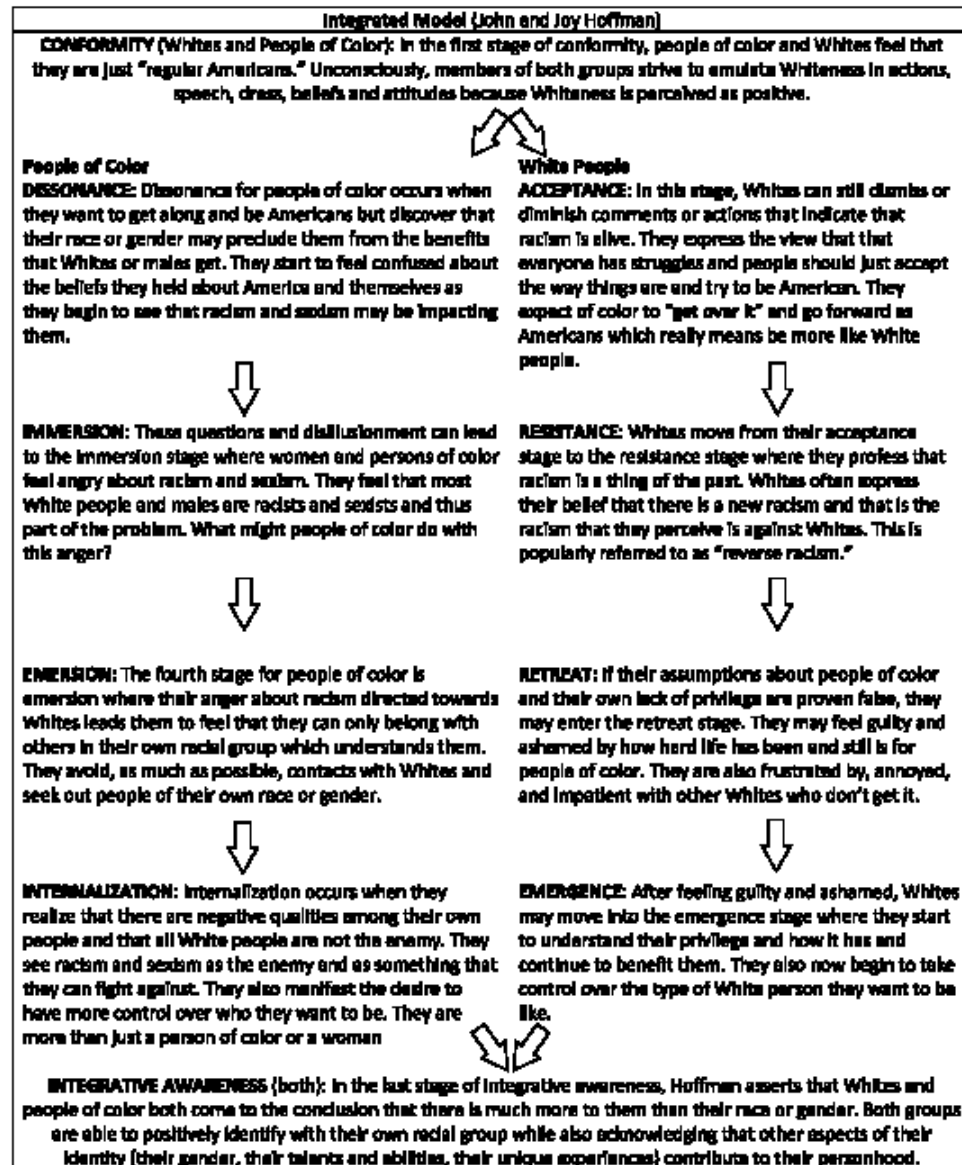


- <https://www.youtube.com/watch?v=zYX2CHFT4EM>

Origins of Calling Out/Calling In

- **Black American Racial Identity (William Cross)**
 - **1. PRE-ENCOUNTER:** absorbed many beliefs and values of the dominant white culture, including the notion that “white is right” and “black is wrong”; de-emphasis on one’s racial group membership; largely unaware of race or racial implications
 - **2. ENCOUNTER:** forced by event or series of events to acknowledge the impact of racism in one’s life and the reality that one cannot truly be white; forced to focus on identity as a member of a group targeted by racism
 - **3. IMMERSION/EMERSION:** simultaneous desire to surround oneself with visible symbols of one’s racial identity and an active avoidance of symbols of whiteness; actively seek out opportunities to explore aspects of one’s own history and culture with support of peers from one’s own racial background
 - **4. INTERNALIZATION:** secure in one’s own sense of racial identity; pro-black attitudes become more expansive, open, and less defensive; willing to establish meaningful relationships with whites who acknowledge and are respectful of one’s self-definition
 - **5. INTERNALIZATION-COMMITMENT:** found ways to translate one’s personal sense of blackness into a plan of action or a general sense of commitment to concerns of blacks as a group, which is sustained over time; comfort with one’s own race and those around them

Summary of Stages of Racial Identity Development



Social Movements

- Tensions historically between various social movements:
 - POC-gender
 - Gender-LGBTQ
 - Class-POC

- Calling out as a way to see and resist existing power dynamics
- Calling in as a tool that's evolved to allow for coalition building

Calling Out

#Stonecold Steve Austin went in. 🤔
😂 Thought he was one of you.



April Vickery

For us it wasn't a sign of hatred or hate or ignorance it's a sign of Southern Pride a pride in who you are where you come from the people who come from the people you know stood for heritage lineage family and pride never stood for hate ever

More · May 2

3 replies



Steve Austin

THATS NICE AND ALL BUT IF I RECALL IT DONT MATTER WHAT IT MEANS TO YOU BECAUSE TO AFRICAN AMERICANS EVERYWHERE ITS A SYMBOL OF OPPRESSION, HATRED AND INEQUALITY SO YOUR LITTLE "HERITAGE NOT HATE" STORY DONT MEAN SHIT BECAUSE YOUR STUPID LITTLE "HERITAGE" WAS BUILT ON THE BACKS OF SLAVES AND IDENTIFYING WITH THAT KINDA SORTA DEFINITELY MAKES YOU TRASH IN THE TEXAS RATTLESNAKE'S EYES. SO YOU CAN CONTINUE TO SPEW YOUR BULLSHIT BUT JUST KNOW THAT NONE OF US CARE YA DUMB RACIST SUMBITCH AND THATS THE BOTTOM LINE

Calling In




Alexandria Ocasio-Cortez  @AOC · Mar 5, 2019 

Replying to @AOC

It's not my position to tell people how to feel, or that their hurt is invalid.

But incidents like these do beg the question: where are the resolutions against homophobic statements? For anti-blackness? For xenophobia? For a member saying he'll "send Obama home to Kenya?"



Alexandria Ocasio-Cortez 

@AOC

In this administration + all others, we should actively check antisemitism, anti-blackness, homophobia, racism, and all other forms of bigotry.

And the most productive end goal when we see it is to educate and heal.

It's the difference btwn "calling in" before "calling out."

 13.5K  6:41 AM - Mar 5, 2019 

 2,476 people are talking about this 

Ross, Loretta J.
“Speaking up Without
Tearing Down.”
Teaching Tolerance 61,
Spring 2019.
<https://www.tolerance.org/magazine/spring-2019/speaking-up-without-tearing-down>

Grace



Calling in is not a guarantee that everyone will joyfully work together. It is simply the extension of grace, the opportunity to grow and to share learning and responsibility for each other.

Allowing the benefit of the doubt



Calling in is not the guarantee that everyone person is well-intended. However, we give the person the benefit of the doubt. The person is well-meaning and wants the right thing because your interest align.

Calling in versus Calling out- what does it look like/what are the impacts?

Defining our terms

[Interrupting-Bias - Calling-Out-vs.-Calling-In-REVISED-Aug-2018-1\(1\).pdf](#)

Calling-in

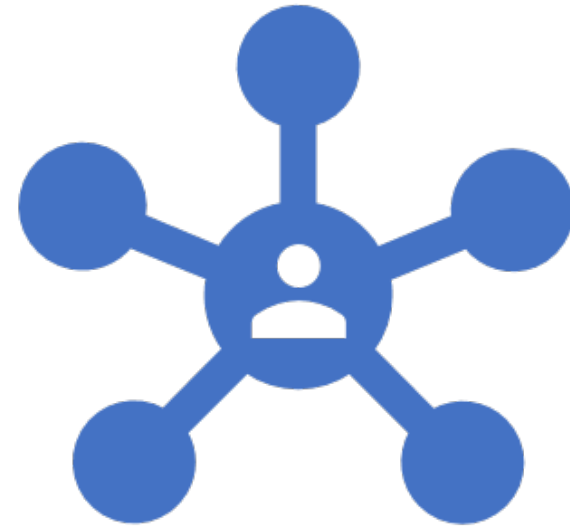
- Empowering
- Affirming
- Inquiry-based; a sincere desire to understand another perspective
- Humanizing
- Trauma and target informed
- Connecting
- Asset-based
- Opening

Calling-out

- Disempowering
- Debate/discussion; pushing a point of view
- Insincere interest
- Does not consider the “target”; is not trauma informed
- Disconnecting
- Dehumanizing
- Deficit based
- Closing

Discussion

- Does Solano have a call in or call-out culture?
- How is this culture demonstrated?
- Do we feel the culture that exists will allow for Solano to get to a place where community members feel safe to challenge ideas and ideologies?



What's the goal



Culture where people have voice/input



Sharing of power/decision making, given constraints of roles



Foundation of trust-expectations of regard

Ways to cultivate a calling in culture

Self Accountability

Do your homework

- Intent/outcome
- Recognize power
- Method of delivery
- How we might institutionalize

Other considerations

- Cultural influence/expectation of speaking up
- People take risk in giving feedback
- Nice versus Kind
- Group think

Calling Out Maybe Wrong When

You're Not Focused on the Outcome

You're Not Choosing Your Battles Based on What's Best for the Community Involved

You're Using the Same Strategy for Every Situation

You're Centering Yourself on Behalf of Another Group

You're Engaging in Respectability Politics to Police Other People's Behavior

You're Trying to Force Someone to Be Accountable

<https://thebodyisnotanapology.com/magazine/6-signs-your-call-out-isnt-actually-about-accountability/>

Outcomes

Equity Framework

Other
considerations

Discussion

Discuss a time when you felt it was necessary to call out someone.



How about a time when someone called you out?

What was the circumstance?

Could calling in have gotten positive results?

What was your self-interest/ego?

Which group were you looking to protect?



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Discussion

Here are a few controversial topics in our society right now.

- Let's call out, and let's call in "I am a poor white male. I don't have this privilege" My family struggles without support. Why those people get all the help.
- "Illegal or undocumented people need to wait in line. There are so many others who are waiting to get in this country legally." Build that wall. "
-
- Why are we using the Student Equity dollars to support those programs? They are using all this money for so few students. We should use these funds for ALL students.