



## **S**et limits.

Only allow racially respectful speech and actions in your work space.

## **P**ractice & prepare.

Plan how to act if you see or hear someone being treated or referred to disrespectfully.

## **E**xpress your concerns.

Discuss, but do not blame others.

## **A**pologize

if you said or did something that others find hurtful.

## **K**eep improving.

Be mindful and willing to become aware of your unconscious biases.

## **U**ncover & learn

from disrespectful comments and actions, including "jokes".

## **P**ersuade others to **SPEAK UP!**

For more information on the Institute for Perinatal Quality Improvement's SPEAKUP program, please visit us online at [www.perinatalqi.org](http://www.perinatalqi.org).

