

| Calling Out vs. Calling In | |
|---|---|
| Calling Out | Calling In |
| One-way communication; an accusation or declaration | Two-way communication; a conversation |
| Tends to be public | Tends to be private, with an emphasis on face-to-face communication |
| Often punitive and based on the assumption of bad intent | Focuses on healing and repair, and is based on the understanding that most people do not intend to harm others |
| An event that typically begins and ends with a call for accountability (i.e., doesn't usually help to outline a reconciliatory path that would help the accused to know how to make things right) | A process that typically <ul style="list-style-type: none"> • Involves active listening • Offers space for clarifying questions and discussion • Offers options for alternative ways of behaving • Involves follow-up and support |
| Typically reactionary; can be done in a moment of anger | Thoughtful; requires calming yourself first and thinking about the best way to proceed |
| Often serves to isolate or exclude people from the community | Is about deepening the person's connection to the community by helping them to engage in ways that are less hurtful or alienating for others |
| Typically based on the assumption that the other person is the only one of the two of you who has something to learn | More humble by nature, and based on a goal of mutual learning as you try to better understand the dynamics that gave rise to the behavior |
| Information in this table was drawn from the following sources: Ahmad, A. (August 29, 2017). When calling out makes sense. Retrieved from https://briarpatchmagazine.com/articles/view/when-calling-out-makes-sense ; (Mariposa, M. (May 29, 2016) A practical guide to calling in. Retrieved from https://theconsentcrew.org/2016/05/29/calling-in/ ; Ferguson, S. (January 17, 2015). Calling in: A quick guide on when and how. Retrieved from https://everydayfeminism.com/2015/01/guide-to-calling-in/ ; and Make Sex Easy. (n.d.). Calling in. Retrieved from http://www.makesexeasy.com/calling-in/ . | |