# **How to Interrupt Bias, PALS**

Different Together. inclusion.msu.edu

PALS is a methodology to use when someone communicates something that may be problematic or hurtful to a specific group of people or yourself. Try to make meaning out of what was mentioned, even if it is at odds with your own ideas.

**P –** Pause the conversation. “Wait a second…”

**A –** Acknowledge what the person communicated. “What I understood is…”

**L –** Listen or be attuned to what is being conveyed. Understand what matters to that person.

**S –** Speak or express your truth. “I have learned that it is harmful to…”

*Credit: Donna Rich Kaplowitz*

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