



# HOW TO INTERRUPT BIAS

**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.



Office for Inclusion &  
Intercultural Initiatives  
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