

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/ .	

From: Dozois, E., & Wells, L. (2020). *Changing contexts: A framework for engaging male-oriented settings in gender equality and violence prevention – Practitioners' guide*. Calgary, AB: The University of Calgary, Shift: The Project to End Domestic Violence.