



AHUY: DEVELOPING A RAP

The acronym "AHUY" is a helpful shorthand for what it takes to move someone to act: **Anger**, **Hope**, **Urgency**, and **You**.

1. Opening: Introduce yourself and ask a question to get the other person talking about a workplace issue. *How will you strike up the conversation?*

2. Anger: "There is an injustice. We have to fix this." Tap into righteous anger at the injustice and create determination to do something about it. *What questions will you ask to learn how the issue affects this person?*

3. Hope: "Change is possible. We can fix this. Here's our plan." Inspire hope by conveying a clear, credible, worthwhile plan and sharing why you feel hopeful. *What are the steps we need to take together?*

4. Urgency: "Now is the time. We can't wait any longer." *What will happen if you don't act?*

5. You: "You can make a difference. Your participation matters." *Why is this person's support critical? What concrete action are you asking them to take?*