BEFORE YOU JUDGE

THERE IS SO MUCH YOU DO NOT KNOW

01 / 03

WHAT DO I ACTUALLY KNOW?

Before turning a woman's silence into a story about her character, check the facts.

- [ ] **Do I know what she knew at the time?**
  Am I assuming she had the information I have now?

- [ ] **Do I know what she tried privately?**
  Calls, meetings, practical help, and quiet advocacy are not always visible.

- [ ] **Am I treating no public statement as proof of no action?**
  Public visibility is not the same thing as commitment.

- [ ] **Have I confused an assumption with evidence?**
  What facts support the conclusion I am drawing?

- [ ] **Would I accept this much guesswork if the person were a man?**
  Or would I give him the benefit of not knowing his circumstances?

A QUESTION TO CARRY WITH YOU

What am I assuming that I cannot actually know?

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02 / 03

WHAT MIGHT I NOT SEE?

Her life is not an open file. Her choices may carry costs that strangers never see.

- [ ] **Could there be legal or professional constraints?**
  Contracts, confidentiality, legal advice, or risk of retaliation may matter.

- [ ] **Could she be protecting someone else's privacy?**
  Public disclosure can expose people who did not consent to being named.

- [ ] **Have I considered her emotional capacity?**
  She may have private experiences, grief, or responsibilities I know nothing about.

- [ ] **Am I demanding she follow my strategy and timetable?**
  She is entitled to decide whether, when, and how to speak.

- [ ] **Would I demand that a man risk his livelihood or safety this way?**
  Who bears the consequences of the public action I am demanding?

A QUESTION TO CARRY WITH YOU

Whose risks am I asking someone else to carry?

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03 / 03

WHO IS BEING HELD ACCOUNTABLE?

Keep the original harm in view. Apply the same standard to everyone.

- [ ] **Have I listened to the issue she actually raised?**
  Or have I changed the subject to her supposed failures?

- [ ] **Am I withholding solidarity because I think she withheld hers?**
  Does that response reproduce the very behavior I condemn?

- [ ] **Am I asking comparable questions of men?**
  Do I notice their silence, or treat it as normal?

- [ ] **Am I focusing on people with knowledge and power?**
  Who caused harm, received warnings, or had authority to intervene?

- [ ] **Can I separate genuine hypocrisy from mere nonparticipation?**
  Actively defending wrongdoing is different from not issuing a statement.

A QUESTION TO CARRY WITH YOU

Am I examining the injustice, or putting the woman on trial?