**Table 2: Six Stages of Change**

1. There is a pre-contemplation phase (this is where most people start out)
2. Contemplation Phase (thinking it might be good to change)
3. Determination Phase (preparation and planning)
4. Action Phase (trying out the plan)
5. Maintenance Phase (this is usually long-term)
6. Relapse (occurs even with eracism)

Adapted from Miller and Rollnick in Sakauye KM, The Tool Kit for Spreading Eracism (End Racism) Like a Virus.