

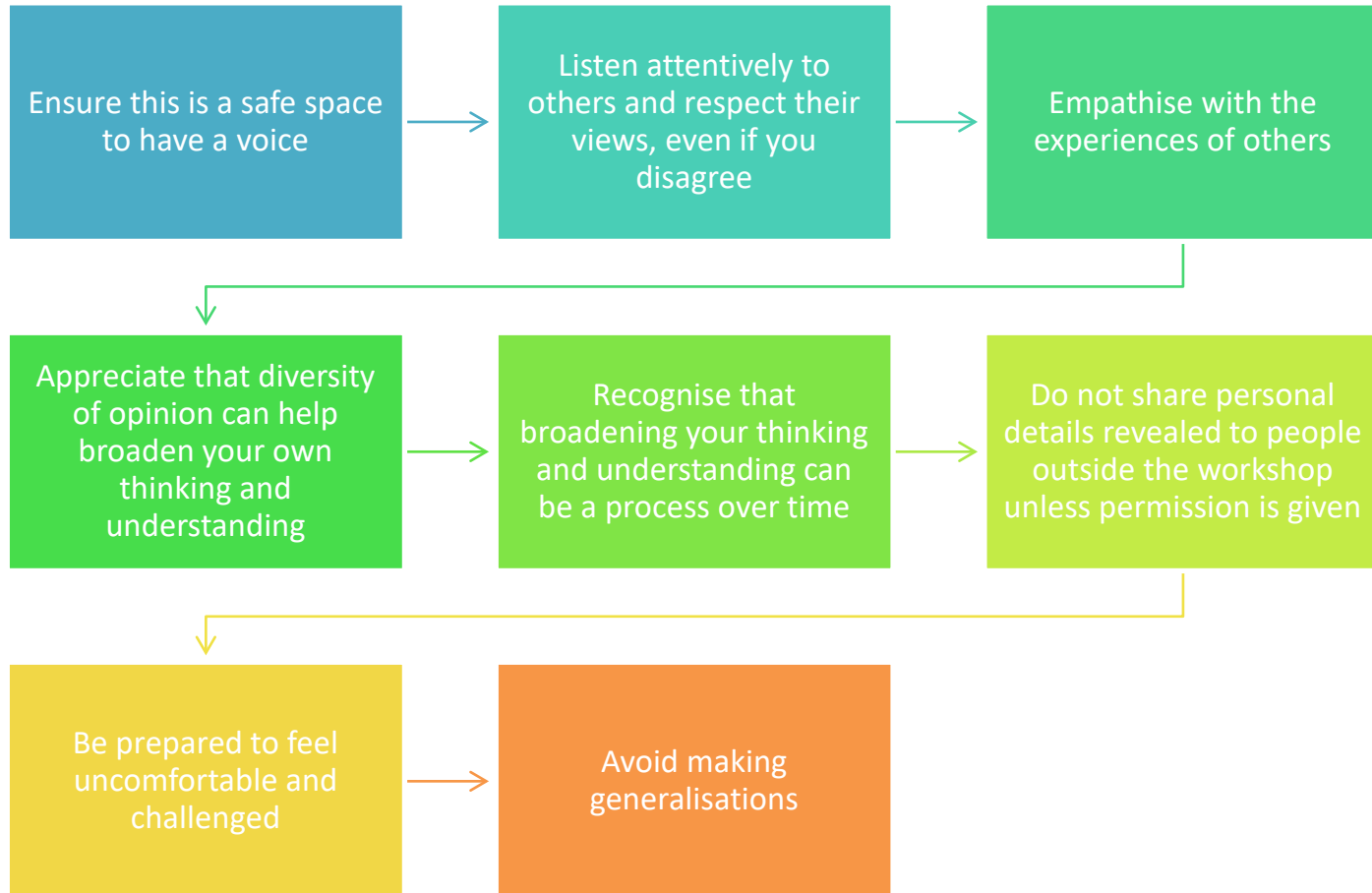
The Spring Symposium HEE East of England

Active Bystanders

On being an Ally

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'Ground rules'



How many of these have you heard?

- Where are you from?
- Black people are always such great dancers
- Your English is really good
- You don't look gay
- I think we are going to need the female touch here, we men are so rubbish at this
- Very happy to see your trainee but I would prefer to see an English one
- ...You just don't expect someone wearing hijab to be able to do that so brilliantly

https://twitter.com/its_hira/status/1295741366442631176

@its_hira

Dr Hira Javaid

PhD student (Oncology) at Oxford

“ Makes me sorry I don't have more friends wearing hijab!”

8:51 pm · 19 Aug 2020 ·
Twitter Web App

“The ‘everyday’ slights, indignities, put downs and insults that people of colour, women, LGBT populations or those who are marginalized, experience in their day-to-day interactions with people.”

They happen casually, frequently and often without any harm intended.

“Our perspectives are coloured by our own cultures and experiences and influence most if not all of what we do, so we need to think about how every interaction we have, in person and in systems, addresses the possibility [of exclusion]”. (Dogra 2020) .

Nisha Dogra. ASME BITESIZE Webinar 8.7.20
The Challenge of Diversity for Medical Education

Bystander intervention

Recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome

Recognise → choose → act

Why does bystander training matter?

Developing

Developing a culture where covert or micro aggressions are not tolerated as well as where bias and discrimination is challenged

Empowering

Empowering individuals to recognize and safely respond when it happens

Minimising

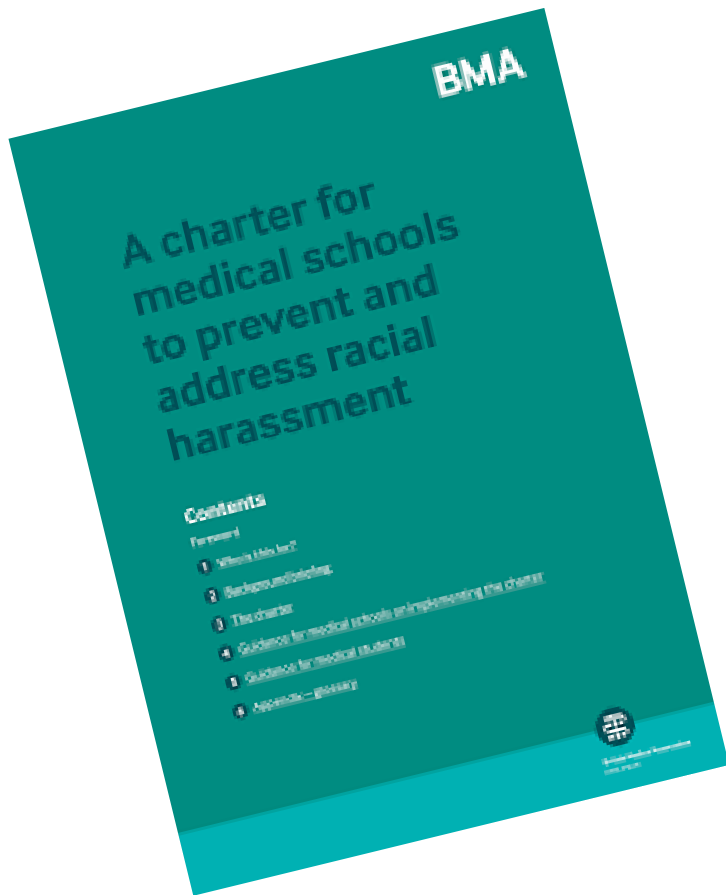
Minimizing the risk of exclusion and discrimination of sexual assault and interpersonal violence

Creating

Creating solidarity and an inclusive environment

Connecting

Connecting individuals to important resources and services



NSVRC TIP SHEET Bystander Intervention Tips and Strategies



Zoom groups...

What are the factors that enable a positive response to witnessing or experiencing a micro aggression, or an explicit discriminatory remark or action?



Make sure you are
safe

Don't make things worse

Don't act alone

Take time to read the situation

Get support from people around you by calling on others to help.

This can be as simple as saying, “Let’s say something to them so they stop.”

Disrupt the situation



If you witness bullying, teasing, hazing...



Can you distract the harasser? (Spill your drink, ask them to take a picture with your phone?)



Insert yourself into their interaction?



Can you fall into step with them?



Interrupt the harasser and ask them for directions?



Pretend to know the person (apologise for 'being late'?)

Confront the harasser

Respectful, direct and honest

Confront the harasser

You need to stop.

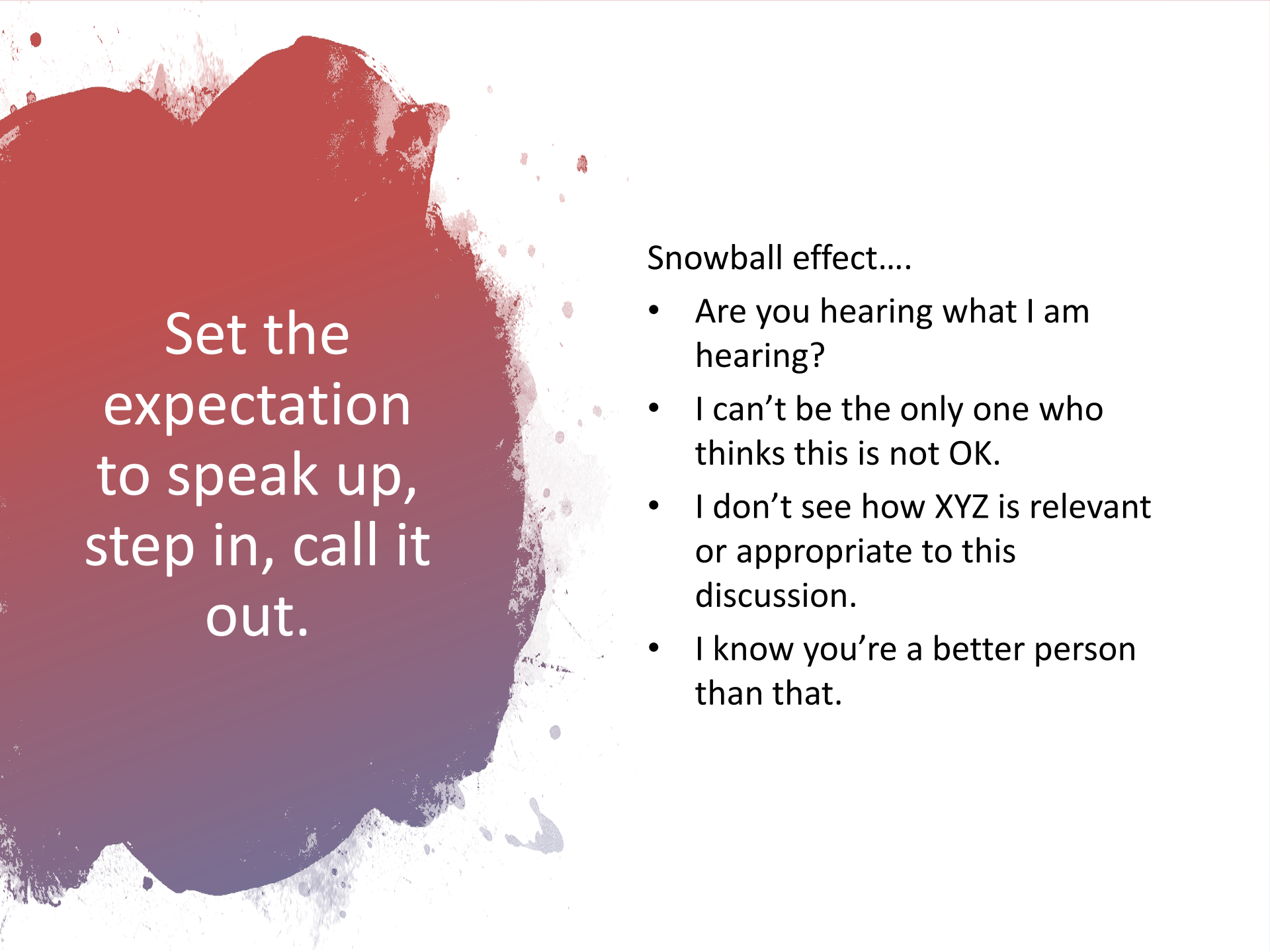
That's so
inappropriate.

What you just said
made me feel
uncomfortable.
Here's why...

Do you realize how
problematic that
is?

We need to talk
about what you
just said.

Why would you
say that?



Set the
expectation
to speak up,
step in, call it
out.

Snowball effect....

- Are you hearing what I am hearing?
- I can't be the only one who thinks this is not OK.
- I don't see how XYZ is relevant or appropriate to this discussion.
- I know you're a better person than that.

Focus on the needs and experience of the recipient of the behaviour and ensure they receive the support they need

- I saw what they just did. Are you OK?
- I heard what that person said to you. I am so sorry.
- I would like to help, what is the best way for me to do that?

Understand how your privilege positions you to speak up.

Your own characteristics, such as age, race, gender empower you to speak up and be vocal about harassment – especially when you are not the target or representative of the target group.

**It is absolutely clear we need to
stop asking students who are
oppressed, to offer their trauma
and emotional labour to make an
impact.**

Universities UK webinar 13.7.20

Turning words into actions:
Eliminating racism and racial inequality
in higher education


“My blackness is not my problem,
being a racist is not my problem.

Its the white person’s problem.

I have to tolerate this my whole life
and then I have to solve your
problem too??”

A large red circular graphic on the left side of the slide, partially cut off by the edge.

Be proactive

- Practice what you would say and how you would say it if you're ever put in the situation where you want to intervene
 - Think of how you would like others to take action on your behalf
 - Reflect on a situation where you wish you had acted differently
- 
- A decorative graphic in the bottom right corner consisting of several purple, curved, dashed line segments.



Comments or
observations?



Stay safe

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