


Prevention  
Action  
Change

# Community Agreement

- Confidentiality
- Challenge by Choice
-  Shame/Blame
- Ouch / Oops
- Self Care



# Goal of **Active Bystander Intervention**

***To Increase the Safety of the Person  
or group Targeted***



# What stops us from intervening?

- \_\_\_ Fear of becoming the target
- \_\_\_ Fear of making things worse
- \_\_\_ Power dynamics
- \_\_\_ Unsure what's happening
- \_\_\_ Don't know the people involved
- \_\_\_ Do know the people involved
- \_\_\_ Concerns around the Police / ICE
- \_\_\_ No one else is doing anything

# Microaggressions

*Brief commonplace daily verbal, behavioral, or environmental indignities, **intentional or unintentional**, slights and insults that communicate hostility toward people based on their social group membership.*

*(excerpted from Sue et al., 2007, "Racial microaggressions in everyday life.*

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# Student Microaggressions

**RACE:** Mocking AAPI (Asian American Pacific Island) people by mimicking accents or pulling at the sides of one's eyes

**BODY SIZE:** Shaming based on body size, clothing, preferences, gender expression...

**RELIGION:** Assuming girls who wear the hijab (head scarf) are oppressed.

**IMMIGRATION/RACE:** Making gagging sounds when an immigrant student opens their lunch

**GENDER:** Calling a boy student a 'girl' or 'gay' as a put down

**RACE:** Asking a Black child to explain what BLM means to their class.

**GENDER:** Using "IT" or 'he/she' to refer to a trans/non binary student

Using phrases such as, "That's so gay" or "That's retarded" to imply that something is weird or stupid.

**DISABILITY:** Calling students with IEPs "SPED" (special ed)

**RACE:** telling a child they are only good at sports because they are Black.

**IMMIGRATION:** Asking an immigrant student if they are 'illegal' or calling them, FOB - fresh off the boat

**RELIGION:** Teasing/mockng students who are fasting for religious reasons

**GENDER:** Calling girls whores

# Staff/Administrator Microaggressions

**IMMIGRATION:** assuming education level of parents or children based on English proficiency.

**RACE:** Saying, "I don't see color"

**RELIGION:** "Telling a fasting student they should, "Have a snack before a test so they can concentrate better."

**GENDER:** Telling a boy who's expressing sadness to 'get it together' or to 'man up.'

**RELIGION:** Assuming girls who wear the hijab (head scarf) are oppressed.

**GENDER:** Telling girls, "The boys wouldn't bother you if you covered up more."

**ECONOMIC:** Referring to 'vacation' rather than 'school break'. Asking students where they went on 'vacation'.

**IMMIGRATION/RACE:** Assuming a parent who speaks English with a non American accent is new to the country.

**RACE:** Asking a BIPOC child to share their thoughts on a racial issue with the class.

**GENDER IDENTITY:** Telling a student: "I'm trying with the whole pronoun thing. You have to be patient with me."

**DISABILITY:** Saying, "you don't seem disabled" or you do so well for someone with \_\_\_\_\_"

# Calling In v.s. Calling Out

**Calling In:** offers the person who committed the offense an opportunity to address their action, to understand, to grow and to change

**Calling Out:** draws attention to the action, names the behavior, acknowledges & contains harm caused



# Boundary Setting Tools

- Ground Yourself
- Confident face, voice, and body
- Use short statements
- Stick to your message
- Repeat
- Interrupt
- Avoid apologies and excuses
- Avoid swears and escalation



# 5 Ds of Bystander Intervention

**Goal:** *Increase the **SAFETY** of the person targeted*

**Distract:** Shift attention.

**Delegate:** Bring in others, friends, authority.

**Delay:** Reach out after the incident,

**Document:** with permission of target.

**Direct:** to the harasser or the target.

# Responding When We Cause Harm

- Listen to understand (*not to respond*)
- Take responsibility
- Avoid excuses
- Apologize: (*don't make it about you*)
- Pledge to address



## After Intervening:

Your body may respond by shaking or tingling

You may laugh or cry

Your body may move unexpectedly

You may say something unexpected

These are all normal responses to stress.

Take care of yourself.

Breathe

Drink lots of water.

Seek help if the symptoms persist.

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# Contact Us!

[www.PACMaine.com](http://www.PACMaine.com)

[info@PACMaine.com](mailto:info@PACMaine.com)

(207) 232-0484



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