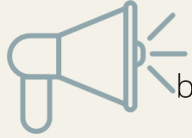


BECOME AN ACTIVE BYSTANDER



Direct

Don't ignore discourteous behaviour. Use non-threatening words to calm the situation, "I notice you're stressed. Is there anything I can do to help?"



Delay

Speak to the person who was inappropriate afterwards. Try something like "I think some of our colleagues were upset by your words/actions"



Delegate

It's ok to ask someone else to intervene. Escalate poor team behaviour to a senior staff member.



Distract

Interrupt and change the subject to alter the direction of the interaction. Refocus the team on the task

It is something that you can reflect on to consider how you might wish you act when you observe microaggressions. In conjunction with the padlet, we invite participants to consider how they might respond in scenarios where they witness injustice.

We will elaborate on this further in the workshop on Wednesday.