

Creating Communities of Care: Allyship, Resiliency and Bias Intervention

Vickie Sides, Director of Education and Outreach, Equal Opportunity Programs, University of Chicago

Tiana Pyer-Pereira, Associate Director, Office of the Provost, University of Chicago

Session Agenda

Goal	Learn how your individual actions, attitudes and behaviors can cultivate cultures of inclusion in the groups you join.
Learn	Intended Outcomes: Learn principles for effective allyship and skills for bystander intervention in the face of bias.
Group Agreements	<p>Be willing to grapple with challenging ideas</p> <ul style="list-style-type: none">• Accept and embrace discomfort• Recognize your own positions, biases, blind spots• Approach concepts with an open mind• Assume the best intentions

How We Define Power



Power is the ability to affect the physical, economic and/or psychological well-being of yourself and others.



It is complex:



- Individual power



- Group power



- Institutional and systemic power (a.k.a. Structural Power)

Dimensions of oppression

Internal oppression

Individual
(Lies within individuals)

Interpersonal
(Occurs between individuals)

Institutional
(Occurs in an organization)

Structural



Allies and Accomplices

- **Ally**: anyone from a dominant or majority group that is working towards ending oppression by supporting and advocating for individuals in marginalized and oppressed groups.
- **Accomplice**: anyone from a dominant or majority group that is working to dismantle oppressive social structures – and such work will be directed by stakeholders in the marginalized group.

Allyship in Anti-Racism

- Self-Educate
 - Learn about yourself and your identities
 - Consider history
 - Connect personal experiences to larger systems
 - Look for places you hold privilege – what does that look like?
- Clarify your motivation

Allyship in Anti-Racism, con't

- Use your skills
- Overcome discomfort
- Speak up, push back
- Find your team

Activity: Clarify your Motivation

- Grab something to write with
- Clarify your motivation !
 - Individual
 - Interpersonal
 - Institutional
- Get personal
- Practice sharing with others

Definitions

- ***Bystanders*** are individuals who witness emergencies, criminal events or situations that could lead to criminal events and by their presence may have the opportunity to provide assistance, do nothing, or contribute to the negative behavior.
- In the context of this program, ***prosocial bystanders*** are individuals whose behaviors intervene in ways that impact the outcome positively.

Breakout: What Would You Do?

You witness a lively discussion in a group of people about current issues in which one of the parties uses racially insensitive language (a slur) to describe a person of color.

What do you do?

Who other than you can be a prosocial bystander?

Breakout: What have You Done?

- Is there a time you effectively intervened in a situation where someone was at risk?
- What made you decide to intervene?
- Is there a time you didn't intervene but wish you had?
- What stopped you?



Barriers to Intervention

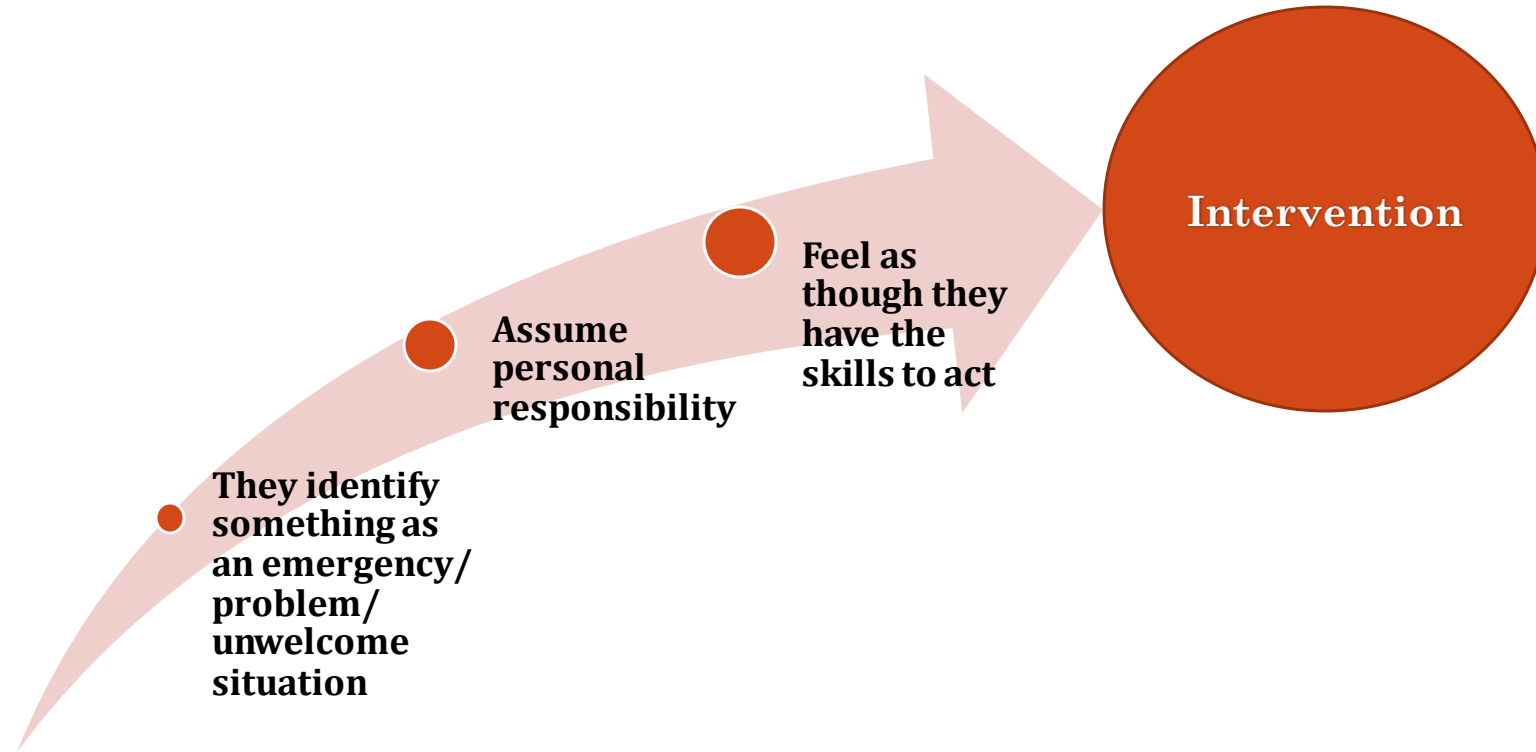
The situation is too ambiguous

The bystander is worried about misjudging the situation and thus will be embarrassed by intervening

The bystander believes the victim is in some way responsible for the situation and is thus, getting what they deserve

When Do We Intervene?

Research shows that bystanders intervene when:



Risk of Harm

What are examples of behaviors that are:
unreciprocated, unwanted, or coercive?

What are elements of environments that are:
intimidating, hostile, or discriminatory?

Low LEVEL OF RECOGNITION High

High FREQUENCY Low

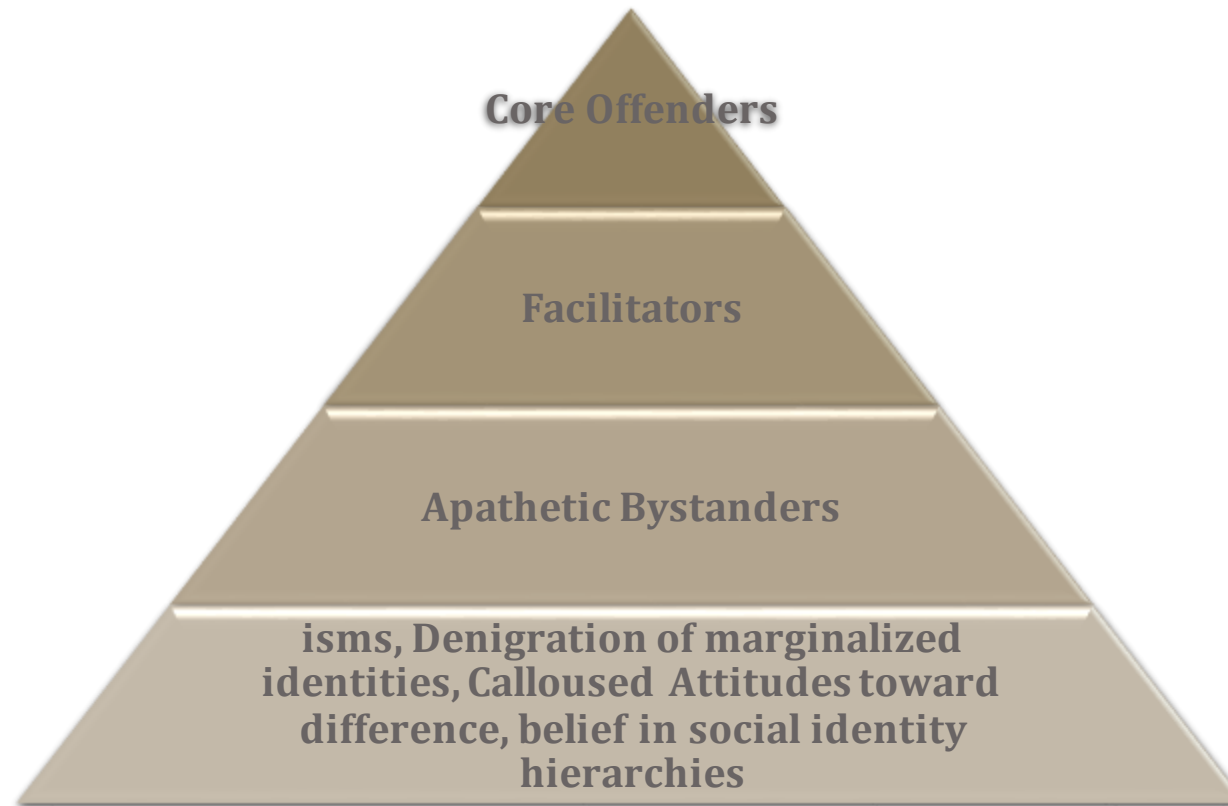
Dr. Sue Clip

- <https://www.youtube.com/watch?v=mgvjnxr6OCE>

*Adapted from D.
Lisak's

Rape Culture slide

Culture of Harm/Bias Behavior



- Direct
- Distract
- Delegate
- Delay

The Four (4) D's of Bystander Intervention – created by Mentors in Violence Prevention (MVP)/Heather Imirie

Concrete Strategies for intervention

Additional Tips



Assess the Safety Risk



Timing is Everything



Consider Location (i.e. public or private)



Proceed with Caution and Compassion



Display Respect by Listening



Understand your own Biases and Triggers



Know your Resources

Avoidance + Common Pitfalls



Redirecting



Looking
away



The
colorblind
approach



Post racial
world angle



White
solidarity



RACIAL RESILIENCE

- Racial Resilience was created because many anti-racism training programs ask participants to set aside the complex feelings that arise when we talk about race and racism. Left unattended, these feelings and emotions create the conditions for racial stressors such as racial anxiety, stereotype threat, and racial weathering. Rather than dismiss these emotions as unhelpful, we view them as effective guideposts in our journey toward anti-racism.
- <https://www.racialresilience.com/our-approach.html>

- **Racism is an enduring problem. There is no finish line.**
- **Dialogue is difficult and necessary.**
- **Let missteps develop, not derail, our dialogue.**

Resilience in the Face of Fatigue and Backlash: Professor Kay Watt's Theory of Being (vs. Doing) – 3 Key Takaways:

Resilience in the Face of Fatigue and Backlash continued...

Make no assumptions.
Not everyone sees
racism as a problem.

Don't leave it to chance.
We create anti-racist
environments and
institutions. They don't
just happen.

Resist paralysis.
Feeling overwhelmed is
natural. How do you
move forward?

Prepare for the
backlash. It may be
subtle, so stay
attentive.

Anti-racism is a skillset
to be developed. The
ability to do it is not
innate.

Closing Question

- What will you do to create a community of care? What do you still need?