Creating Communities of Care: Allyship, Resiliency and Bias Intervention

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## Session Agenda

<table>
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<th>Goal</th>
<th>Learn how your individual actions, attitudes and behaviors can cultivate cultures of inclusion in the groups you join.</th>
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<td>Learn</td>
<td>Intended Outcomes: Learn principles for effective allyship and skills for bystander intervention in the face of bias.</td>
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| Group Agreements | Be willing to grapple with challenging ideas  
• 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

- **Individual** (Lies within individuals)
- **Interpersonal** (Occurs between individuals)
- **Institutional** (Occurs in an organization)

**Structural**

Internal oppression
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?
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
Research shows that bystanders intervene when:

- They identify something as an emergency/problem/unwelcome situation
- Assume personal responsibility
- Feel as though they have the skills to act
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?

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<tr>
<th>Low</th>
<th>LEVEL OF RECOGNITION</th>
<th>High</th>
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<tr>
<th>High</th>
<th>FREQUENCY</th>
<th>Low</th>
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Dr. Sue Clip

- https://www.youtube.com/watch?v=mgyjnMr6OCE
Culture of Harm/Bias Behavior

*Adapted from D. Lisak’s Rape Culture slide

Core Offenders

Facilitators

Apathetic Bystanders

isms, Denigration of marginalized identities, Calloused Attitudes toward difference, belief in social identity hierarchies
Concrete Strategies for intervention

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

- Direct
- Distract
- Delegate
- Delay
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.

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

- 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 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?