

From Bystander to Upstander

Buellers Taking Action for Equity

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January 21, 2021

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Don't forget “Who you are in the room”

The 20-60-20 Rule

- 20% - Love!
- 60% - Hhhhmmmm....
- 20% - Nope!



up·stand·er

/ˈəpˌstændər/

noun

a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked, disrespected or bullied.

The PRE-work to Becoming an Upstander

Have the conversations necessary to make progress on difficult subjects such as race, racism, ethnicity, and privilege.

Important ground rules to consider:

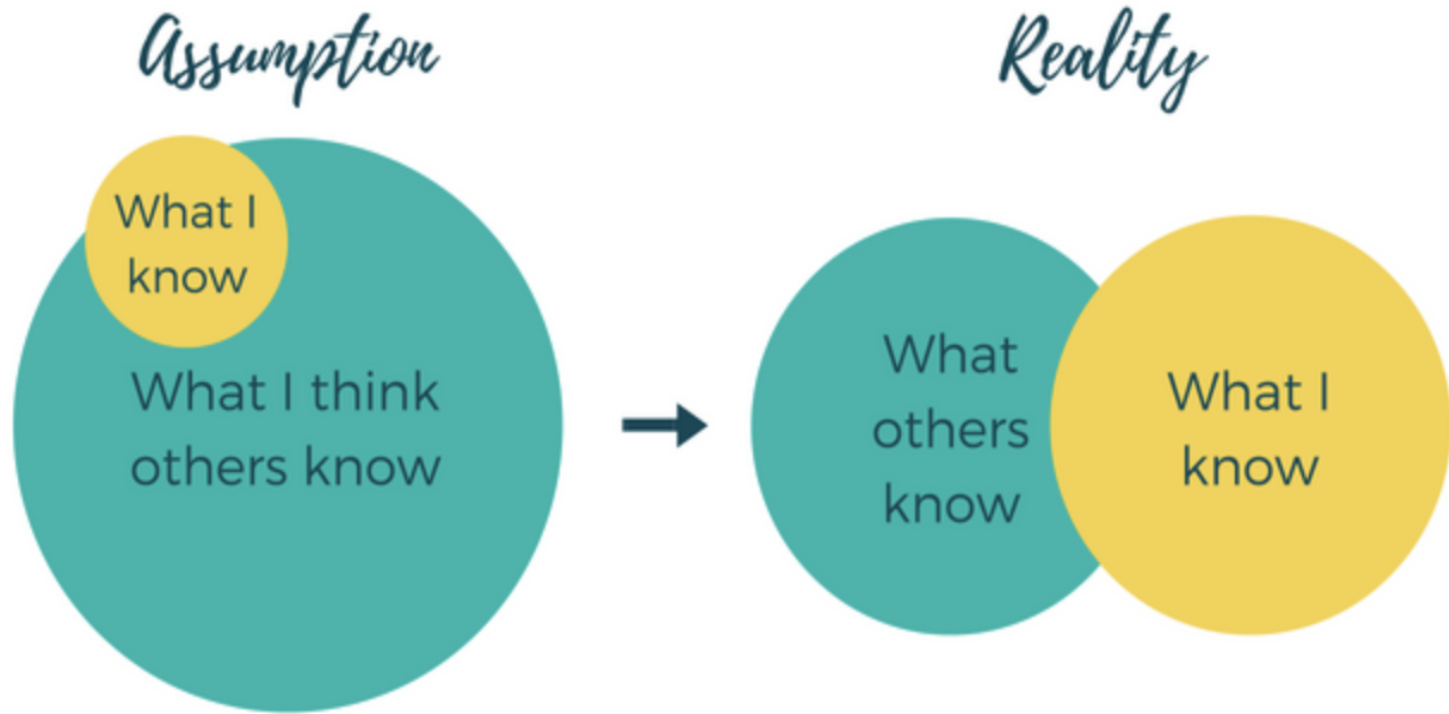
- **Stay Engaged:** Give yourself permission to focus fully on the conversation. Share a story, state your opinion, ask a question— risk and grow!
- **Speak Your Truth:** Value everyone's thoughts. Start by assuming good intentions. It's important that we create a safe/grace-filled environment where everyone is free to speak openly. Disagree respectfully.
- **Allow for mistakes/Faux pas:** There will be concerns of saying something wrong. Consider these learning opportunities.

- **Listen for Understanding:** Listen without thinking about how you are going to respond. Try to understand where another person is coming from as best you can.
- **Honor Confidentiality:** What is shared here, stays here.
- **Expect and Accept Non-closure:** Engaging in race conversations is ongoing work that does not necessarily leave a person walking away feeling everything turned out the way they hoped. Accept that much of this is about changing yourself, not others.
- **Responsibility to Each Other and to the Process:** Conversation participants should encourage each other to follow the ground rules. Additionally, they should be invited to propose any other rules to create a safe environment for sharing.

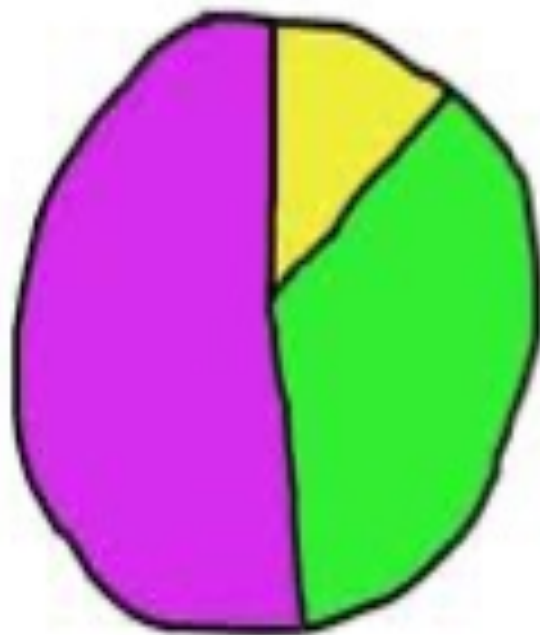
Recency Effect

A phenomenon in which the most recently presented facts, impressions, or items are learned or remembered better than material presented earlier

The Imposter Syndrome



THINGS YOU BEAT YOURSELF UP FOR:



- STUFF OUT OF YOUR CONTROL
- STUFF EVERYONE HAS LITERALLY ALREADY FORGOTTEN ABOUT
- STUFF NOBODY ELSE EVEN NOTICED

Compassion Fatigue is Real



Understanding the “what”



Diversity



Inclusion



Equality



Equity



Systemic Racism...still present?

Instances of inequality range from the obvious to less overtly discriminatory policies and belief systems. Historical examples of the former include:

- **Poll Taxes** that effectively disenfranchised African American voters
- The marginalization of **African American Soldiers** who fought in World War I and World War II, but were treated like second-class citizens at home
- **Black innovators** who were barred from filing patents for their inventions
- White medical professionals' **exploitation of black women's bodies**
 - **J. Marion Sims:** perfected his surgical techniques by operating, without anesthesia, on enslaved Black women.

More examples of Systemic Racism...

- Richard and Mildred Loving's decade-long fight to legalize **interracial marriage**
- The segregated nature of travel in the **Jim Crow** era
- Redlining and the government-mandated **segregation of American cities and schools**
- The realization that the U.S. Senate only passed legislation declaring **lynching a federal crime in 2018**

The *Personal* Evolution Revolution

From

Individualism: Being independent and self-reliant



Everyone deserves the opportunity to thrive, but opportunities are not yet equal

Tribalism: Our differences define us, and we must rectify the unfair ways my group is treated



We are interdependent, and diversity is an asset for our shared success

Fatalism: The system is rigged



We can overcome our structural inequities so we all succeed

The Five Bases of Social Power

(French & Raven)

1	2	3	4	5
LEGITIMATE POWER	EXPERT POWER	REFERENT POWER	REWARD POWER	COERCIVE POWER
Power based on title, position or rank	Power based on skills, abilities and knowledge	Power based on reciprocity or mutual respect	Power based on the ability to give and take away rewards	Power based on the ability to punish

Upstander Tools

Interrupt	Question	Educate	Echo
"Excuse me, can I just clarify what I think I heard?"	"Have you considered the implications of your actions/words?"	"Let me share my personal experiences"	When someone else speaks up, echo and reinforce. This encourages others to speak up and amplifies the upstander. It also lets others know you are not complicit.
"Hold on, can we go back to what you called the virus."	"What made you say that?"	"Here's what I know about the historical impact"	"Thank you for saying something"

Not everything that is faced can be changed, but nothing can be changed until it is faced.

-James Baldwin