

bystander to

UPSTANDER

PRESENTED BY SOUTH DAKOTA VOICES FOR PEACE

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Vision

WE IMAGINE A STATE WHERE THE
FABRIC IS DIVERSE, INCLUSIVE,
AND ANTI-RACIST.



Mission

BUILD POWER, ENABLE HEALING IN IMMIGRANT,
REFUGEE AND MUSLIM COMMUNITIES, BY
LIFTING THEIR VOICES AND WALKING ALONGSIDE
ALL WHO FIGHT BIGOTRY.



Programs

IMMIGRATION LEGAL SERVICES

EDUCATION, ADVOCACY & CIVIC ENGAGEMENT

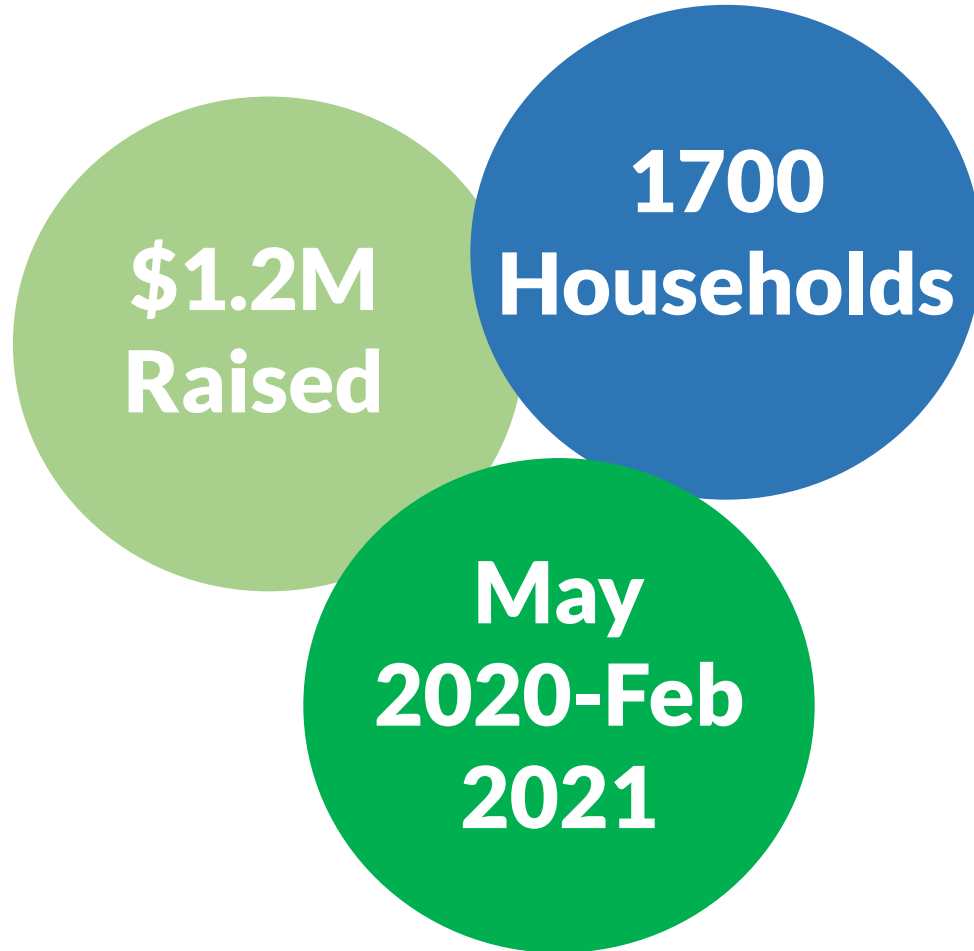
- COHORTS FOR COURAGE
- UPSTANDER TRAININGS
- SOCIAL MEDIA

RAPID RESPONSE

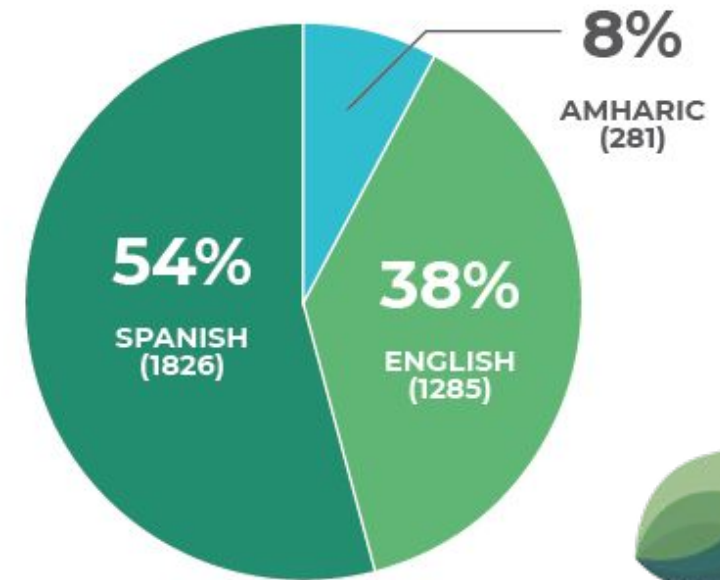
- COVID 19 VACCINE OUTREACH
- EMERGENCY RELIEF FUND



EMERGENCY RELIEF FUND



Applicants were able to submit applications in **one of three languages** with assistance as needed.

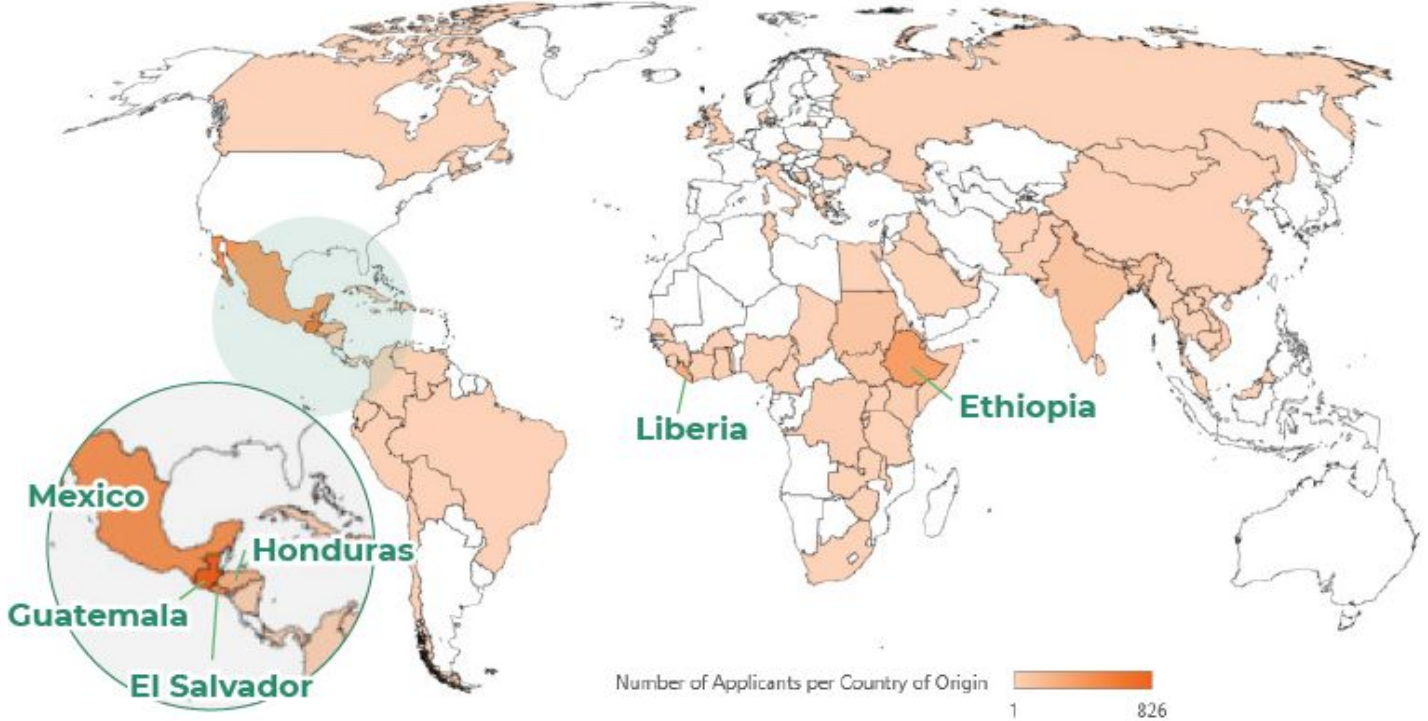


EMERGENCY RELIEF FUND

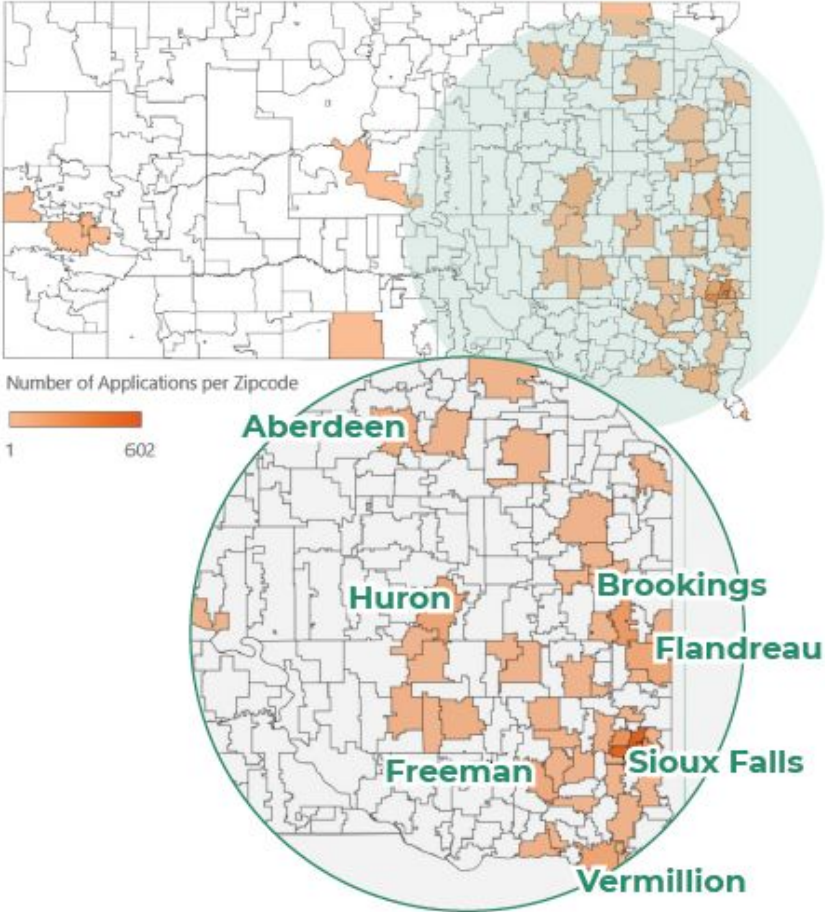
Applicants emigrated from 93 different countries.

Many of them were born in:

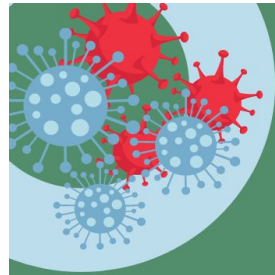
- Guatemala (24%)
- Mexico (13%)
- El Salvador (13%)
- Ethiopia (11%)
- Honduras (7%)
- Liberia (7%)



Applicants' current location.



HEALTH EQUITY



2021 COVID-19 Outreach Summary

- Total conversations: 1,658
- Total reached: 6,574
- Total pop-up clinics: 7
 - Directly vaccinated: 340
- Total flyers distributed: 5,132

GRANT FUNDING

- CDC/VEAP, Made to Save, Twillio



What we'll cover today

- UNDERSTANDING BIAS, MICROAGGRESSIONS, & MICROINVALIDATION
- LISTENING WITH COMPASSION
- RESPONDING WITH COURAGE



Our Hope

PARTICIPANTS LEAVE WITH THE KNOWLEDGE AND TOOLS TO ACT WHEN THEY ENCOUNTER HATE AND BIAS, AND A COMMITMENT TO DO SO – WITH COMPASSION AND COURAGE.



INTENT
VS
IMPACT



Intent vs Impact

- WHO WOKE UP THIS MORNING WITH THE INTENT OF HURTING SOMEONE'S FEELINGS?
- THE POWER OF WORDS
- WE NEED TO BE ACCOUNTABLE FOR THE IMPACT DESPITE OUR BEST OF INTENTIONS



UNDERSTANDING BIAS

MICROAGGRESSIONS &
MICROINVALIDATIONS



Bias

- THE NATURAL RESPONSE TO DIFFERENCE IS CAUTION.
- BIAS IS INFLUENCED BY ENVIRONMENT AND AN INNATE REACTION.
- WHEN WE RECOGNIZE BIAS IN OURSELVES, WE CAN SEE IT IN OTHERS.



Microaggressions

- ATTACK, INSULT, OR INVALIDATE
- OFTEN VERY SUBTLE
- VERBAL, NONVERBAL, VISUAL, OR BEHAVIORAL
- UNINTENTIONAL OR INTENTIONAL
- INTENT VS. IMPACT



Microinvalidations

COMMENTS OR BEHAVIORS THAT EXCLUDE, NEGATE, OR DISMISS THE PSYCHOLOGICAL THOUGHTS, FEELINGS, OR EXPERIENTIAL REALITY OF OTHERS

"I'M SURE THEY DIDN'T MEAN IT."

"OH, JUST SHRUG IT OFF."

"I'M CERTAIN YOU MISUNDERSTOOD."

"REALLY? AREN'T YOU BEING TOO SENSITIVE?"

MICROINVALIDATIONS SHUT DOWN COMMUNICATION.





YouTube: "What Kind of Asian Are You"
<https://www.youtube.com/watch?v=DWynJkN5HbQ>

INTENT
VS
IMPACT



STEPS TO
BECOMING AN
UPSTANDER



No Innocent Bystander

INACTION IN THE FACE OF HATE AND BIAS
~~CAN BE SEEN AS~~
IS
APATHY
TOWARD OR SUPPORT OF THE HATE OR BIAS.



PROTECT THE

TARGET



RESPONDING
WITH
COURAGE



Responding with COURAGE

PAUSE



Responding with COURAGE

RATE THE THREAT

- WHAT IS THE SETTING?
- WHAT IS THE PROXIMITY OF OTHERS?
- IS THERE AN UNDERCURRENT THAT YOU CAN IDENTIFY?
- CAN YOU IDENTIFY POSSIBLE ALLIES?

YOU DETERMINE YOUR OWN LEVEL OF INVOLVEMENT.



Responding with COURAGE

DECIDE YOUR COURAGE: PROTECT THE TARGET

- WHEN OTHERS ARE INAPPROPRIATE ENCOURAGE THOUGHTFULNESS AND DIALOGUE
- AVOID EMBARRASSING THE PERSON
 - PULL THE PERSON ASIDE TO ADDRESS YOUR CONCERN
- ADDRESS THE GROUP
- KEEP YOUR REACTION NONTHREATENING, WITHOUT MINIMIZING THE SITUATION
- TRY TO AVOID HUMOR
- AVOID ESCALATING INTO HOSTILITY AND NAME-CALLING



Responding with COURAGE

IF A VERBAL ALTERCATION IS OCCURRING

- APPROACH THE TARGET, NEVER THE AGGRESSOR
- NAME OR IDENTIFY THE INAPPROPRIATE BEHAVIOR
- MAKE IT CLEAR THAT SUCH BEHAVIOR IS NOT ACCEPTABLE HERE
- BE A WITNESS
- REMAIN ENGAGED UNTIL THERE IS RESOLUTION
- REPAIR THE DAMAGE



Responding with COURAGE

IF A VERBAL ALTERCATION IS OCCURRING

- FOCUS ON INTERRUPTING THE BEHAVIOR
- BE VISIBLE
- CREATE A DISTRACTION



Responding with COURAGE

IF A WEAPON IS PRESENT OR A PHYSICAL ALTERCATION IS OCCURRING

- ENSURE YOUR OWN SAFETY
- IMMEDIATELY CALL 911
- IDENTIFY AND ENGAGE OTHER AUTHORITY FIGURES
- CAPTURE VIDEO OR PHOTOS - IF YOU CAN DO SO SAFELY
- REMAIN ENGAGED UNTIL THERE IS RESOLUTION



BRING THE TARGET INTO

BELONGING



LISTENING
WITH
COMPASSION



Reflex to Protect

- OUR REFLEX REACTION TO SEEING SOMEONE IN PAIN IS TO TRY TO ALLEVIATE THE PAIN. LET THEM TALK THROUGH THEIR FEELINGS.
- AVOID SHUTTING DOWN THE CONVERSATION BY OFFERING WORDS OF COMFORT.

DON'T WORRY, IT'S GOING TO BE ALRIGHT.

DON'T THINK ABOUT IT, JUST LET IT GO.



Listening with COMPASSION

- AS YOU LISTEN, TRY TO HEAR BEYOND THE WORDS TO UNDERSTAND THE UNDERLYING FEELINGS.
- BE CONSCIOUS OF – AND RESIST – YOUR NEED TO TAKE OFFENSE, TO MISUNDERSTAND, TO FORM A RESPONSE, TO REACT.



REMEMBER TO

PRACTICE SCENARIOS



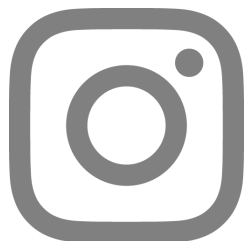
Be An Upstander

- PAUSE
BREATHE; INTERRUPT YOUR USUAL RESPONSE
- RATE
SETTING, PROXIMITY OF OTHERS,
UNDERCURRENT, TYPE OF INCIDENT
- ACT
PHYSICAL VIOLENCE OR WEAPON - ENSURE
YOUR SAFETY; CALL 911
- VERBAL ALTERCATION
BE VISIBLE
ADDRESS THE BEHAVIOR, NOT THE PERSON
START A DIALOG BASED ON WHAT YOU FEEL
AVOID EMBARRASSING THE PERSON

● DISRUPT BEHAVIOR BY
APPROACHING THE TARGET

● BRING THE INDIVIDUAL
BACK INTO BELONGING





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