bystander to

UPSTANDER

Presented by South Dakota Voices for Peace

Taneeza Islam
Taneeza@southdakotavoicesforpeace.org
Executive Director

www.sdvfpeace.org
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.

www.sdvfpeace.org
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

$1.2M Raised

1700 Households

May 2020-Feb 2021

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

54% SPANISH (1826)
38% ENGLISH (1285)
8% AMHARIC (281)
EMERGENCY RELIEF FUND

Applicants emigrated from 93 different countries.
Many of them were born in:

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

Applicants’ current location.

[Map showing distribution of applicants by country and 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, Twilio
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.

www.sdvfpeace.org
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
Inaction in the face of hate and bias can be seen as apathy toward or support of the hate or bias.
Protect the Target
RESPONDING WITH COURAGE
Responding with COURAGE

PAUSE

www.sdvfpeace.org
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.

www.sdvfpeace.org
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**

www.sdvfpeace.org
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

www.sdvfpeace.org
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

www.sdvfpeace.org
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, undertcurrent, 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**

www.sdvfpeace.org