

# Have You Been *Wondering*?

## HOW TO BE AN UPSTANDER

### Overview and Context

Rowland Hall centers care for community, including strong relationships, in its ongoing mission to develop ethical and empathic global citizens. In order to create an inclusive learning and community environment, we encourage all community members to develop the skills and tools necessary to intervene when we witness acts of discrimination and bias so that we can work towards creating a community where each member thrives. Students engage in learning and action towards supporting each other inside and outside of the classroom, and adults in our community can practice these same strategies to support our school's values and vision.

### What Is An "Upstander"?

An upstander is someone who supports an individual or cause in the moment, particularly someone who intervenes on behalf of a person being attacked or bullied. An ally is a person or organization who provides ongoing support for the rights of a minoritized or marginalized group without being a member of it. A bystander is someone who witnesses a situation (i.e. bullying) and does not participate or intervene.

Here are some situations that might require an upstander to intervene:

1. A peer is being bullied for how they look
2. Harmful messages are circulating about a parent/caregiver in the community
3. A new student is being picked on
4. A student's embarrassing content is being shared on social media
5. An adult witnesses harassment in the workplace

### KEY TERMS AND DEFINITIONS

**ALLY:** A person who interrupts or intervenes to stop the mistreatment from continuing.

**BIAS:** prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

**BYSTANDER** A person who is present at an event or incident but does not take part or intervene.

**DISCRIMINATION:** treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their race, gender, sexuality, etc.

**INJUSTICE/INEQUITY:** A lack of fairness or justice.

**PREJUDICE:** A pre-judgment or unjustifiable, and usually negative, attitude of one type of individual or group toward another group and its members.



# What Are Some Ways I Can Be an Upstander?

## ACT UP Protocol

*This protocol was developed as a tool for our adult community members to use when they notice or observe a discriminatory behavior, including acts of bias. The steps offer upstanders a process to recall when intervening in potentially harmful situations or conversations with the goal of restoring relationships.*

Assess - the situation, your emotions, what you are noticing.

- “When I hear this comment, I think/feel...”

Clarify - what you heard / saw take place:

- “Did I just hear ....?” “Can you tell me more about..?”

Tell - what you observed as problematic:

- “I think that is hurtful/harmful because...”

Unpack - the power dynamics (e.g. staff - student, teacher - parent, colleague - colleague), stereotypes, and impact of the microaggression:

- “What impact do you think that comment could have on...?”

Process / prioritize - the relationship

- “What might you need to mend the relationship?”
- “How can we be helpful instead of hurtful/harmful?”

## Ongoing Learning and Action for Upstanders

1. Be an upstander, not a bystander. Encourage others to be upstanders as well.
2. Respect others’ differences, and help others to do the same.
3. Stop harmful and/or untrue messages from spreading. Make it clear that you do not think that kind of behavior is cool or funny.
4. Make friends outside your usual circle of friends, and be sure to reach out to new people at school/work.
5. Don’t be afraid to be uncomfortable or to make a mistake, and make amends if you do make a mistake.
6. Get accurate information -- books, personal experience, and relationships with a diverse range of individuals.
7. Do the work within yourself, your own cultures, and your own communities, such as a personal inventory.
8. Be clear on why you are involved in the struggle (against racism, sexism, heterosexism, etc).
9. Listen to, live with, and participate in non-dominant groups—at home, at your job, and through community groups.
10. Educate yourself and others about bullying.

Sources adapted from

- [Building Multicultural Allies](#)
- [10 Ways To Be An Upstander](#)
- [White Privilege](#)



## KEY TERMS AND DEFINITIONS

**RACISM:** Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

**SEXISM:** The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and devalue ways of being that are associated with women.

**UPSTANDER:** A person who supports an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.

Sources adapted from:

- [Racial Equity Tools Glossary](#)
- [LGBTQIA Resource Center Glossary](#)
- [Cambridge Dictionary](#)

## Case Studies

Practice using the ACT UP Protocol in the following situations.

### Case #1

You are at a school event chatting with Parent A, and they start saying negative things about Parent B, who is not present. Parent A says, "I heard that Parent B..."

How would you approach this situation? What might you say to Parent A?

### Case #2

After a work meeting, everyone is sharing their weekend plans. One colleague excitedly shares that they are planning on playing a new video game that just came out. Another colleague chimes in and says, "Really? Video games? That's childish, you should get outside more."

What would you say to the colleague who made this comment?

### Case #3

You and another parent/caregiver are chatting about work. The parent/caregiver shares that their company just hired a new person for a position. The parent/caregiver says they are worried that this new person might not be able to do a good job because the work "seems too advanced for them" given their background.

What might you say to this parent/caregiver?



## READ WATCH LISTEN

### READ

- [Becoming an Ally](#)
- [10 Ways To Be An Upstander](#)

### WATCH

- [Be An Upstander \(kid centered\)](#)
- [The Importance of Upstander Power](#)
- [What to Do If You Witness Bullying](#)

### LISTEN

- [Upstanders Podcast hosted by Howard Schultz and Rajiv Chandrasekaran](#)