

## **Handout on 5 Ds for Bystander/Upstander/Allyship Discussion**

Created by Emily Binstadt, MD MPH for SAEM “Starting the DEI Conversation” Curriculum, May 2022.

### **Definitions:**

- Bystander: the increased presence of witnesses or "bystanders" during a crisis actually decreases the likelihood that someone will intervene. This is attributed to the assumption by most individuals that someone else will respond, thus justifying their hesitancy or refusal to take action.<sup>1</sup>
- Upstander: *Upstander*: someone with integrity and courage who: 1) recognizes when something is wrong; 2) respectfully intervenes to educate and promote civil and professional conduct; 3) and raises awareness about the behaviors to (hopefully) prevent the situation from happening again.<sup>2,3</sup>
- Ally/Allyship: A lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people. Allyship is not self-defined—your work and efforts must be recognized by those you are seeking to ally with.<sup>4</sup>
- *Allyship #2*: Allyship is an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered.<sup>5</sup>

### **The Ds of intervention:**

Evolved from the Green Dot program which targeted intervening to reduce sexual assaults (with the original 3 words of Direct, Distract, and Delegate) the 5 D's below are all useful tactics for an Upstander or Ally to practice.<sup>6,7</sup>

- Direct: Can either be a check-in with the victim, or a direct response to the perpetrator
  - Examples of helpful questions - Are you okay? How are you doing? What do you need? Would you like to go?
  - Provide options, a listening ear, and make sure that they get home safely.
  - OR Verbally address the incident and respond to the perpetrator in the moment. “That’s not OK” or “That’s disrespectful”
- Distract: Interrupt the situation and decrease risk to individuals by shifting the focus of the perpetrator
  - Ask for the time, compliment their shoes, pretend they are your neighbor
- Delegate: Tell another person who can help you intervene (friend, police, someone with authority, etc.).

- Delay: Check in with impacted parties (victim and/or perpetrator) after the incident occurred and continue with follow up.
- Display Discomfort: Express nonverbal concern about what is occurring, as an immediate feedback to the perpetrator

#### References:

1. Grace Poon Ghaffari, Stanford Share: Education Team. Upstander Intervention, Accessed here: <https://sara.stanford.edu/upstanderlife>
2. IDEAs in Action, Berkeley Lab. Accessed here: <https://ideas-in-action.lbl.gov/accountability/upstander>
3. Meredith Moore, Upstanding Allies in Diversity: Taking its inclusive approach to new heights, Weil actively engages employees – and clients – in its program's efforts. In-House Ops: Leading the high performance law department. Posted on November 18, 2016. Accessed here: <https://www.inhouseops.com/2016/11/upstanding-allies-diversity-taking-inclusive-approach-new-heights-weil-actively-engages-employees-clients-programs-efforts/>
4. Blog by Ethical Leader. Be an Upstander, not a Bystander: Inclusive Allyship June 14, 2020, accessed here: <https://ethical-leader.blog/2020/06/14/be-an-upstander-not-a-bystander-inclusive-allyship/>
5. Working Definition of Allyship: The Handout. Oregon Coalition Against Sexual Violence uploaded Jan 10 2015, accessed here: [https://www.ocadsv.org/sites/default/files/resource\\_pub/allyshipdefinition\\_handout.pdf](https://www.ocadsv.org/sites/default/files/resource_pub/allyshipdefinition_handout.pdf)
6. [Michelle York](#), [Kyle Langford](#), [Mario Davidson, PhD](#), [Celeste Hemingway, MD](#), [Regina Russell, PhD](#), [Maya Neeley, MD](#), [Amy Fleming, MD, MHPE](#). Becoming Active Bystanders and Advocates: Teaching Medical Students to Respond to Bias in the Clinical Setting. Med Ed Portal August 19, 2021 [https://doi.org/10.15766/mep\\_2374-8265.11175](https://doi.org/10.15766/mep_2374-8265.11175)
7. An Overview of the Green Dot Strategy." *California Coalition Against Sexual Assault (CALCASA)*. California Coalition Against Sexual Assault. Web. <http://www.calcasa.org/wp-content/uploads/2011/04/Curriculum-Summary.pdf>