Handout on 5 Ds for Bystander/Upstander/Allyship Discussion
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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.[1]

- 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.[2,3]

- 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.[4]

- *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.[5]

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. [6,7]

- 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:

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