

5 DS OF BYSTANDER INTERVENTION

Direct: This means you respond directly to the situation at hand. You step in directly to intervene and let the instigator(s) know this isn't ok and you're not going to allow it.

- One potential way to start this is by building a relationship. Introduce yourself to the person, let them know that you are hearing something that doesn't sound right to you or that you are not ok with and try to start the conversation in a non-confrontational way. EX: "I am feeling ____ right now because of ____ (behavior or what was said). This ____ is how I would like you to respond in the future."
- Sometimes leaving or walking out could be a direct way of intervening. It shows the instigator that this isn't something you are ok with.
- Ask others how it makes them feel, this can create a sense of security for others to speak up against what is happening and builds a group of bystanders rather than just one.

Delegate: This is especially helpful if you feel uncomfortable, don't feel safe, or for whatever reason cannot directly step in. Find someone with more social power in the situation (your boss, someone with more privileged identities) and ask them to help you step in or to step in for you.

Distract: Intervene by creating a distraction. This is especially helpful if you find yourself witnessing a situation where someone is really fired up, yelling, berating someone- create a bigger distraction and then help the subject of the attack/assault get out of that situation.

- This can also just look like a complete conversation shift. You may not directly address the situation, but you will stop the conversation and will cause the instigator to think of why you changed the conversation.
- The key piece with this is that you are trying to prevent further harm by stopping the current situation

Delay: This is helpful if you are more introverted or from a marginalized group yourself and don't feel comfortable or safe intervening. Check in with the target after the incident to see how you can help. This is also helpful if you didn't see the event take place but you hear about it or they tell you about it later it is still important to show support. Following up with the instigator later on can also provide time for high emotions to cool down.

- Another aspect of the delayed response lends itself to "calling in" rather than "calling out". When we think of calling someone out it can seem confrontational and cause them to shut down or push back harder. A more successful way of doing this is referred to as calling in. You address the behavior by having a private conversation with the person after the incident has occurred. It is important to use "I statements" and focus on the issue/what was said/done AND to make sure you are not making it about the target (you are speaking for yourself). An example of a statement could be "I am feeling ____ right now because of ____ (behavior or what was said). This ____ is how I would like you to respond in the future."

Document: Documenting is helpful in a few ways. If there is an ongoing situation that you are seeing, sending an email to a colleague or yourself documenting what is going on, so if more follow up is needed you have information readily available. If you're in public, or if you cannot step in for some reason, one way to document is record/video the situation so there is proof that can be provided.