

Upstander Behavior

NSD DEI Council
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A brief reminder: microaggressions

Microaggressions are:

- ways in which (implicit) biases leak out in situations
- the everyday verbal and nonverbal slights, whether intentional or unintentional, which communicate negative messages

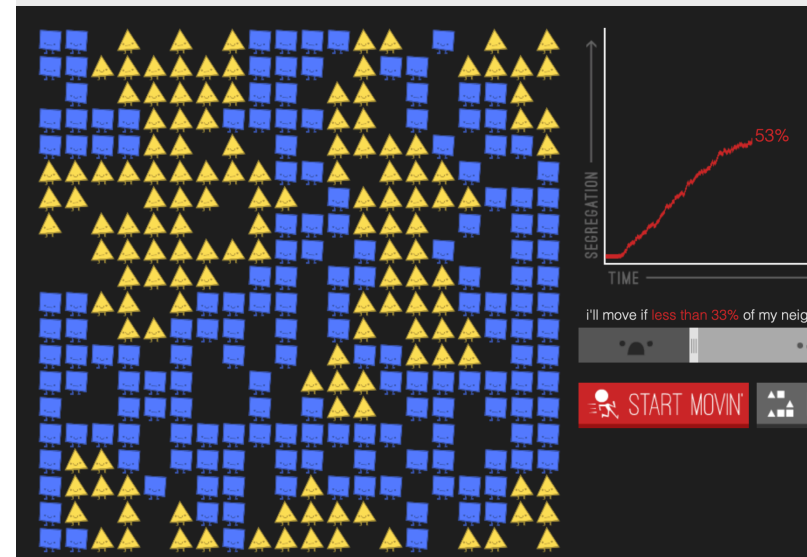
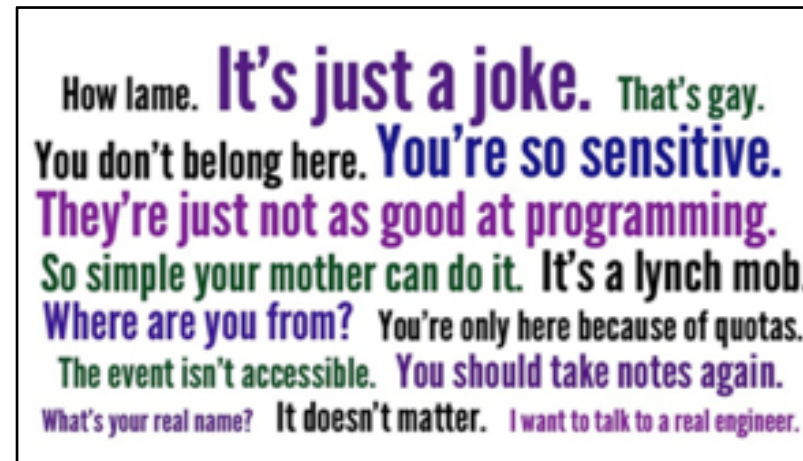
Microaggressions matter:

Analogy of a liquid drop on a keyboard. Even though a single drop does not usually cause lasting damage, most of us will not ignore it. However, the cumulation of man drops often/always is destructive.

Actions based on small individual bias can lead to large collective bias. The parable of the polygons, <https://ncase.me/polygons>, is a playful illustration.

Physics Today of past July 20th features a concise [article](#) by Charles D. Brown II, a postdoctoral scholar and Ford Foundation fellow at U.C. Berkeley and a black physicist, with some of his experiences and a call on the community to (how to) act.

His opening line: *It's not enough to try to be nonracist.*



Upstander: someone who observes or experiences microaggressions and speaks up with the aim to stop the behavior from happening again.

Upstander behavior: acts of respectful intervention, civility, and setting example with one's own behaviors

Part of a **culture of respectful and constructive feedback** critical to Team Science and psychological safety.



Giving and receiving feedback is often not easy, but we can shift our thinking around feedback:

- giving feedback need not be about “calling people out;” it can be about “inviting people in”,
- receiving feedback is an opportunity to engage authentically and productively; intent vs. impact.

Being an Upstander is often not easy. Some questions in moving from Bystander to Upstander,

- *What concerns do/should I have about speaking up? How would a culture of psychological safety help promote a Lab environment where colleagues can be Upstanders?*
- *What if I experience a “frozen moment” and don't know what to do in real-time?*

The [Upstander Action Guide](#) is organized around four themes, each with actionable items:

- 1. Listen Up** - learn, read, ask questions, and discuss to step into the shoes of someone of a
- 2. Show Up** - attend, actively participate, and contribute to diversity programs and initiatives
- 3. Talk Up** - advocate, open doors, make connections, and find opportunities for colleagues of different backgrounds and demographic groups
- 4. Speak Up** - identify and interrupt bias and stereotyping, whether conscious or unconscious, subtle or overt

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- 1. Listen Up** - learn, read, ask questions, and discuss to step into the shoes of someone of a different background or demographic group,
 - Allow people to share or define their own demographic group rather than labeling them based on assumptions,
 - Ask people how they prefer to have their names pronounced and confirm you are pronouncing their names correctly,
 - Consult multicultural calendars to avoid scheduling important meetings on major cultural or religious days,
 - Learn about the concept of privilege and reflect on the ways you have benefited from privilege and how you can leverage your privilege to benefit others,
 - ...
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- 2. Show Up** - attend, actively participate, and contribute to diversity programs and initiatives
 - Attend an event or get involved with an organization where you will be in the demographic minority
 - ...
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- 3. Talk Up** - advocate, open doors, make connections, and find opportunities for colleagues of different backgrounds and demographic groups
 - Provide visibility to colleagues' accomplishments, directly or to their supervisor,
 - Act as a mentor or sponsor to a student from a different background or demographic group than yourself,
 - Give credit for ideas/work by name, and be sure others are not overlooking the original source of the idea/work,
 - Give balanced introductions when you are describing your colleagues' responsibilities and accomplishments,
 - Partner with a colleague to provide visibility on each other's behalf,
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 - Reach out to your HR Division Partner for advice when you witness inappropriate comments or behaviors,
 - Say something soon after the fact when you witness inappropriate comments or behaviors and/or actively intervene in the moment,
 - Partner with a colleague to back each other up when interrupting bias,
 - Notice who isn't at the table and (suggest to) include them at meetings, calls, etc.
 - (Suggest to) rotate tasks among team members to ensure equitable opportunities for all,
 - ...

Additional ideas are sought and welcome - feel free to reach out to any of us.



**WORLD DAY AGAINST
TRAFFICKING
IN PERSONS
30 JULY**