

# Making Space for Community Voice: Upstander Training Handouts

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## Definitions:

<p><b>Bystander</b></p> <p>a person who is present at an event or incident but does not take part.</p>	<p><b>Upstander</b></p> <p>(sometimes referred to as Active Bystander): a person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked, disrespected or bullied.*</p> <p>*Dwinita Mosby Tyler, The Equity Project LLC</p>
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## Red flags and indicators community voices aren't being heard



Limited representation, accommodation of impacted voices



1-2 voices dominate conversation



Sudden silence, people leaving conversation



Overuse of technical language, acronyms, jargon not understood by everyday people



Use of microaggressions or overt harm



What other indicators have you observed in your work?

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## Tools for being an upstander for community engagement

REFLECT	BE CURIOUS	EDUCATE
<ul style="list-style-type: none"> <li>• Who is present that might not feel safe to share their thoughts because of their identity, language, or power base?</li> <li>• Who here might not be accustomed to this structure?</li> <li>• Whose voices are being centered now or historically in this process?</li> </ul>	<p>“Is there a parent who has experienced this directly here who might be willing to share?”</p> <p>“I’m wondering if we haven’t successfully defined this enough so people can make an informed decision. Are others feeling this way?”</p>	<p>“I have experience with this that I’d like to share.”</p> <p>“Here’s what I know about how this has impacted me as a provider.”</p>
INTERRUPT	QUESTION	ECHO
<p>“Hold on. I noticed you said x. That is harmful because...”</p> <p>“I noticed you spoke over Jo. Can we pause so they can finish?”</p>	<p>“Have you considered the impact of what you just said?”</p> <p>“Are there enough voices in the room who have direct experience with this, or do we need to pause?”</p>	<p>“I want to echo what Diana just said. I think we left some voices out of that conversation.”</p> <p>“Thank you for saying something. I’m with you.”</p>

Adapted from Dr. Dwinita Mosby Tyler, Equity Project LLC

## Scenarios for Reflection and Discussion

- Scenario 1: You are in a small group and you notice only two people are sharing ideas and you aren't sure if others have experience or knowledge about the issue being discussed. Considering your own identity(ies) and experiences, what does it look like to be an upstander in this situation? What would it look like to be a bystander?
- Scenario 2: You are in a conversation with a group determining how to move forward with a program that directly impacts how families choose child care for their children. As a parent shares their experience, someone interrupts them and says they aren't correctly understanding how the program works and that they sound angry. Considering your own identity(ies) and experiences, what does it look like to be an upstander in this situation? What would it look like to be a bystander?

## Resources to Learn More

- Language justice
  - [Raise Colorado Recording](#) of Language Justice Training with Community Language Co-Op
- Using Technology for Inclusivity
  - [Training for Change](#)
- [Microaggressions](#)
- [Elevating Voices Protocol](#)
- [Buell Leaders From Bystander to Upstander Training, Jan 2021](#) (recording, slides, etc. available)