

Climate & Response

Lydia Weiss
poe.lydiaweiss@msu.edu

**PREVENTION
OUTREACH &
EDUCATION**

Office for Civil Rights and Title IX Education and Compliance

**OFFICE OF
INSTITUTIONAL
EQUITY**



OIE.MSU.EDU

**PREVENTION
OUTREACH &
EDUCATION**



EXEMPT UNIT
POE.MSU.EDU

Climate



ROLE OF LEADER - TONE

HISTORICAL CONTEXT

ADDRESSING CONCERNS

SUPPORTING THE TEAM

Bystander Intervention



3 D's of Intervention

Direct

- Directly getting involved in the event; putting yourself into the situation and addressing the problem

Distract

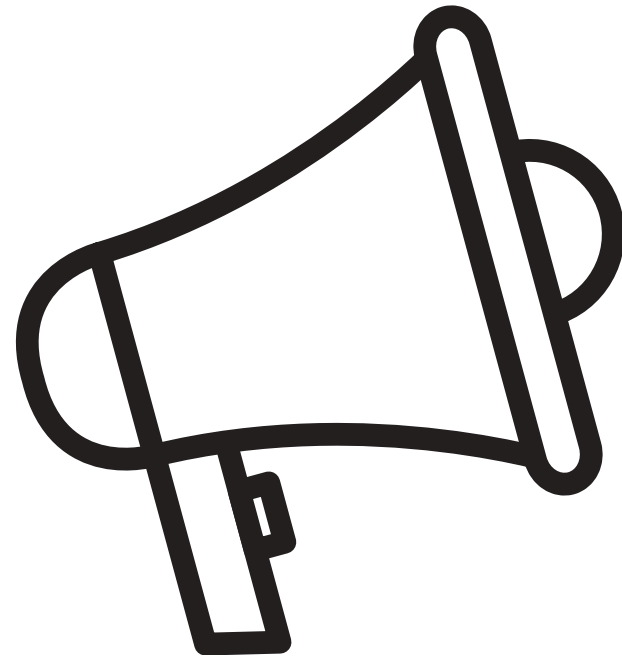
- Deescalating the situation without bringing up the problem; breaking the tension

Delegate

- Asking another person to help with the situation

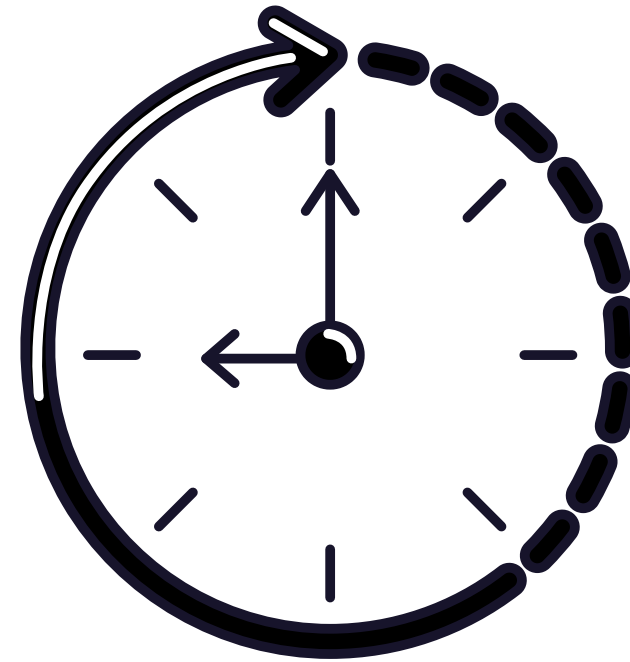
FIGHT, FLIGHT, OR FREEZE RESPONSE

Examples



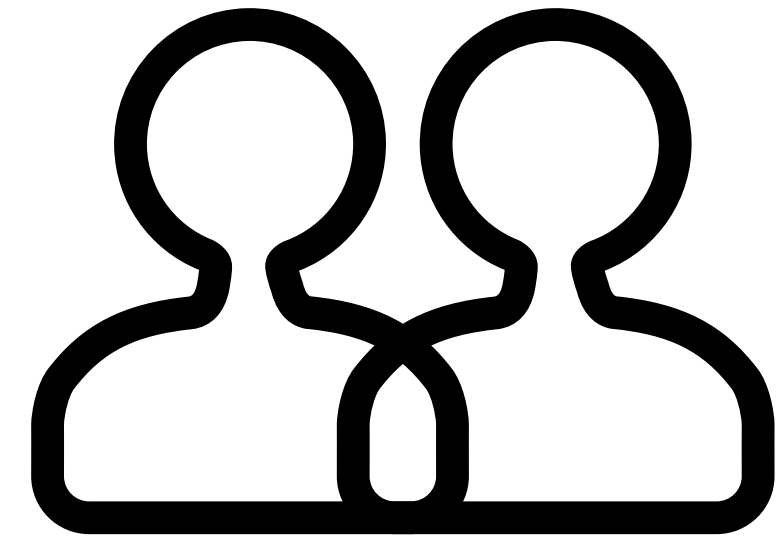
DIRECT

- Ask the affected person if they're okay
- Say something to the person causing harm



DISTRACT

Interrupt the conversation with an excuse; Ask for the time, change the subject, break the tension in another way based on context.



DELEGATE

- Would you mind checking in on them with me?
- Reporting the incident

Role of the Leader as Active Bystander



**ROLE MODELING
BEHAVIOR**



**ACKNOWLEDGE
HARM & IMPACT**



**CONVERSATIONS
& MOVING
FORWARD**



Questions?

poe.lydiaweiss@msu.edu