

Cultivating Mentors, Workshop B: Action Plan

Goal

Action Steps

Resources

Progress Check

Date:

Actionable Practices

You Have a Role to Play

Be aware of the power of your position as a bystander and, potentially, a person of social and institutional authority.

Conflict Resolution Strategy

Basic Formula - you're already practicing key parts here today:

- Be Present and Proactive** (communicate expectations in advance, and notice when they're not being met—revisit these as a common goal)
- Recognize (what's happening, the power dynamics, preempt where you can)
- Name What's in the Room/What's Happening (tension, coercion, problematic behavior...if it's mentionable, it's manageable)
- Ask Questions (with care not to cast doubt on the story of a targeted party. Utilize perception checks: "I'm hearing/sensing/noticing _____...Am I missing the mark? Do you see it differently?")
- Collaborate on Solutions (creating buy-in, taking care to return power and agency to targeted parties who may have been violated)
- Plan to Follow Up (especially making sure a targeted party is safe from retaliation)

**There are added nuances and considerations for any situation, but especially sexual harassment and assault. Be familiar with institutional policies, and be proactive about creating structures (departmental) for them where you can in advance of conflict.

The Myth of Neutrality Enables Abuse of Power to Continue Unchecked

We may value ideas like "objectivity" and "neutrality," but in a social context in which people are not starting with equal footing, remaining "neutral" in an effort not to take sides, sides with the status quo and those in power by default. "Neutral" is not actually "neutral. Your silence/absence say a lot.

When in doubt, trust the experience and lived expertise of the person in the targeted, less powerful position.