

#besomeone new who does something

Respectfully Challenging Problematic Behaviour

Motivating Action
Through Empowerment

MATE

WEBINAR



Griffith
UNIVERSITY

Queensland, Australia



We would like to acknowledge the Traditional Owners of the land that we sit on and the land that you are all sitting on.

This week is NAIDOC Week. NAIDOC Week is a time for all of us to celebrate the history, culture and achievements of the oldest living culture on earth and to listen and learn.

We wish to acknowledge that we live and work on Yugumbeh and Kombumerri country. We pay respects to elders past, present and recognise their continuing connection to land, waters and culture.

We honour their millenia-old legacy of storytelling and history.

We acknowledge we have benefited from living on stolen lands. Aboriginal and Torres Strait Islanders have never ceded sovereignty, and remain strong in their enduring connection to land and culture. This was and always will be the land of the Yugumbeh people and the Kombumerri Salt Water people.

Self-Care

You may find the content of today's webinar confronting and challenging.

For some, it may cause distress.

Please take care of yourself and reach out for support should you feel you need it. 1800RESPECT is Australia's nationwide free confidential counselling service and we recommend contacting them or checking out their website for further information should you require assistance during or post this session.

Who are we?

- Over 24 years of combined corporate experience in the Queensland public service
- Shaan has spent 16 years of her 19 year professional career working with perpetrators and victims of domestic and sexual violence through the criminal justice system.
- Prior to joining the MATE team Anoushka worked for seven years in Human Resources for the Department of Education - overseeing Principals and their management of staff.
- Now with 3+ years of working together, they have developed and facilitated the MATE program across Australia and New Zealand, within universities, government, military, NFPO and private corporates.
- Together they have an understanding about primary prevention approaches to violence that is unique in Australia.
- Their motto is to 'meet people where they are at' - recognising that when it comes to violence prevention, particularly the prevention of violence against women, everyone is at a different starting point.
- Anoushka continues to work with men convicted of domestic violence related offences through a behaviour change program on the Gold Coast
- Shaan is also the Chair of the Board for DVConnect - Queensland's 24/7 crisis service for women escaping domestic violence. This service also hosts a mens line, sexual assault line and 1800Respect Queensland.



What is important to know, up front:

- Challenging problematic behaviour is HARD. It takes significant courage, and we are not saying it is or ever will be comfortable. If you feel like it is confronting, you find it difficult and your voice shakes when you go to speak - you are absolutely not alone.
- There are both real and perceived risks to holding people accountable - recognising what those are for us (and finding ways to navigate around the barriers) is important to being an effective bystander.
- Your role as a bystander is to send a message of accountability. There are safe, respectful and non-confrontational ways to do that.
- You may never get the acknowledgement that you have done the right thing - choosing to do it anyway - because if not you, who? It's your bunch of flowers.
- You may never change the person's behaviour - but sending that message of accountability is important anyway - because doing nothing also sends a message.



**status
quo isn't
working.**

WE HAVE TO GET UNCOMFORTABLE.....

41

WOMEN HAVE BEEN
MURDERED AT THE HANDS
OF HER PARTNER OR
FORMER PARTNER IN
AUSTRALIA SO FAR THIS
YEAR

1/3


PEOPLE HAVE EXPERIENCED
SEXUAL HARASSMENT AT
WORK IN THE LAST FIVE
YEARS (AHRC)

3x

WORKERS FOR WHOM
ENGLISH IS NOT THEIR
FIRST LANGUAGE ARE
THREE TIMES MORE
LIKELY TO EXPERIENCE
WORKPLACE
DISCRIMINATION

48%

OF ABORIGINAL AND/OR
TORRES STRAIT ISLANDER
WORKERS (OF 3,000 WORKERS
SURVEYED) REPORTED
PERSONALLY EXPERIENCING
HARASSMENT/DISCRIMINATION
(COMPARED TO 24% NON
INDIGENOUS WORKERS)




"YOU'RE GOING TO MAKE A DIFFERENCE
A LOT OF TIMES IT WON'T BE HUGE,
IT WON'T BE VISIBLE EVEN.
BUT IT WILL MATTER
JUST THE SAME."

- Commissioner James Gordon -



Living true to your values

Staying true to yourself and what you believe in, makes a difference. Holding people accountable is less about changing their behaviour (although we hope with time that will be the case) and more about you being comfortable that you have lived true to your values and put out positive in to the world. It's about internal validation versus external validation, setting an example, and consciously making the decision to be a good human, despite the barriers.





The bystander approach

The bystander approach takes the onus from the victim to address the behaviour, and puts it on the person witnessing it. If you are the one experiencing the behaviour, there is a myriad of reasons why you find it difficult to respond effectively. You are no longer the bystander, you are the victim. That is the beauty of the bystander approach - it relies on the people around you to send the message that the behaviour is not accepted.

It is important to note, the person who is experiencing the behaviour (the victim) may tell you that they are fine, that you don't need to get involved, or that they are "ok" with the behaviour.

Again, there are myriad of reasons why this may be the case. As a bystander, owning your feelings about what you're seeing is the best approach:

"I want you to know, that comment has made me feel uncomfortable"

So, what are some of
the things I can say?

Motivating Action
Through Empowerment

MATE

The line of enquiry...

Subtle, non-confrontational ways to prompt further discussion and send the message that you are uncomfortable a comment that has been made.

THEY SAY:

"It was just a joke"
"It's just the way it is"
"I'm just saying...."
"It will never change"

YOU SAY:

"Do you really think that's the case?"
"I don't know the answer, but I don't think that's it"
"I don't understand the joke, can you explain it to me?"
"What do you mean by that?"
"Is it though....?"
"I'd like to think we can change it - don't you?"

We like to believe that most people don't intend to be offensive, and that they don't know the impact of their behaviour. For the most part, they have not been held accountable before. Sometimes these options allow us the opportunity to provide them a different perspective.

More specifically...

Motivating Action
Through Empowerment

MATE

Responding to Sexism

"I wonder if your opinion would be the same if she was a man?"

"In fact, there is a gender pay gap in every industry in Australia - you should check out the WGEA website"


"Actually, it was never OK - it's just that now we are talking about it more and learning that it was never OK, by holding people accountable"

"That joke is sexist. Having a laugh is fine, but inappropriate jokes are not"

"I've been thinking about it, and I don't think we should use that language anymore"

"Can we please make sure our professional conversations are based on her work performance rather than anything else?"





"But what if it's
the boss?"

Talk to others - "Do those jokes make you feel as uncomfortable as they make me feel?"

Don't laugh, walk away

If you feel comfortable, report to HR (anonymously?)

Have a one:one chat with them about how the jokes make you feel - highlight that the jokes/comments could lead to somebody reporting it

Share information indirectly about gender inequality and challenging sexism - including examples of sexism

Responding to Racism

"Yeah you're right, all lives matter - so you must be a huge advocate for Black Lives Matter"

"I used to think the same as you, but I have learned some new things, and I've changed my opinion"


"I know we used to laugh at those jokes when we were children but I've evolved and now I know they contribute to racism"

"I have learned through all of this that conversations about racism in this way really affect my friends who are people of colour - so I'm trying to do better"

"I think it is best that we don't talk about this when we're together, because it is clear that we have very different views"

"Changing the date/names of the team/confectionary costs me nothing - so I support it, given it means so much to other people and is contributing to their oppression"





What if I am new
to the workplace?

"Wow, in my last workplace that (joke/comment/behaviour)
would not have been tolerated"

"What is the policy here about respect and inclusion? I probably should get to know it"

"The Code of Conduct in my previous workplace was really strict about inclusion and
racism - is it the same here?"

"Do we ever have training here about respectful workplace culture? We had where I
worked last and it was really well received"

Responding to Disrespect in the Workplace

"I think we need to use different language in the workplace - I don't think that language is inclusive"

"I'm not comfortable with this conversation."

"I feel like this conversation is not appropriate for the workplace"

"I know the code of conduct specifically says 'courteous and respectful' and I don't think that would be considered courteous..."

"That hasn't been my experience with Sarah, I have found her to be really knowledgeable"

"In my previous workplace, that would have been labelled bullying, I wouldn't like to see you get in to trouble"





But what if I am
on a temporary
contract?

Support the person experiencing the behavior to ensure they
don't feel isolated

Report it to HR or your supervisor/manager

Suggest workplace training focusing on respectful workplace behaviour

Have a one:one conversation with people involved in using the
disrespectful behaviour and highlight how witnessing the behaviour
makes you feel.

What about when they say....

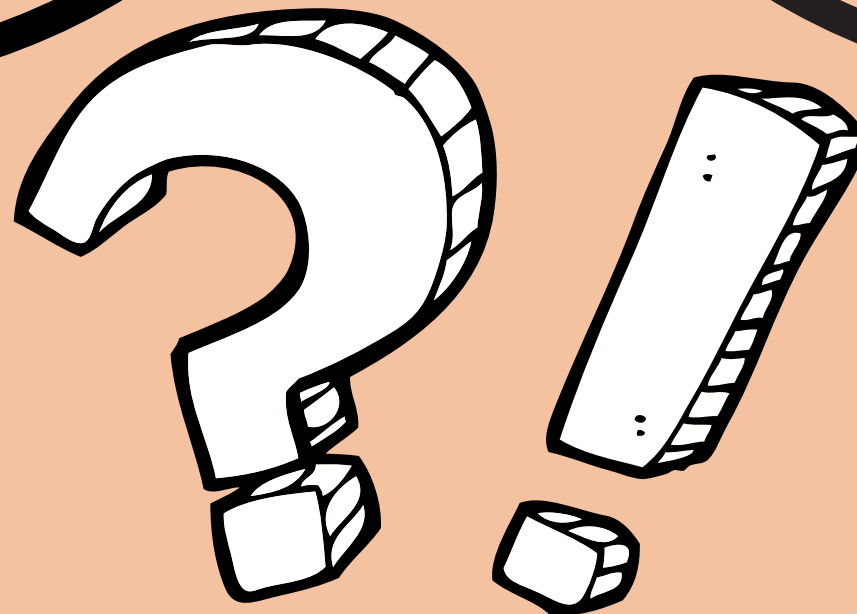
Political correctness has gone
mad!

No-one can take a joke anymore

The lefties are going to RUIN this
country!

You can't say anything without
offending someone these days!

All these snowflakes - they're
always complaining about
something!



What you can say...



"There is a clear line between what is offensive and what isn't - if it is a comment/joke that is based on someone's gender, age, race, ability, sexual identity or ethnicity - it is offensive. Jokes about those things further entrench marginalisation therefore, it is offensive".

"How's the view from up there? You must be up the top of the ladder of privilege".

"If advocating for others is going to ruin the country, then I'm OK with that".

"I've started to recognise the privilege I hold, and I'm choosing to use it".

"I choose to find the source of the information and determine if I am sharing the correct information before I say anything at all".

"I don't know enough about this issue to have an opinion on this, so I'm not going to comment."



I will respect
your opinion
as long as your
opinion
doesn't
disrespect
anyone
else's
existence.

I AM NOT A LIBERAL SNOWFLAKE. MY FEELINGS AREN'T FRAGILE, MY HEART ISN'T BLEEDING. I AM A BADASS BELIEVER IN HUMAN RIGHTS. MY TOUGHNESS IS IN TENDERNESS. MY STRENGTH IS IN THE SERVICE OF OTHERS. THERE IS NOTHING MORE FIERCE THAN FORMIDABLE, UNCONDITIONAL LOVE. THERE IS NOT A THING MORE COURAGEOUS THAN COMPASSION. BUT IF MY BELIEF IN EQUITY, EMPATHY, GOODNESS, AND LOVE INDEED MAKES ME OR PEOPLE LIKE ME SNOWFLAKES, THEN YOU SHOULD KNOW - WINTER IS COMING.

Break Out Session

You're here because you're tired of waiting for the world to change....
Imagine what we can create if we all lived true to the values that brought us here today.
Values of kindness, empathy, equity, justice and compassion.

We recognise however that there are both real and perceived risks to challenging problematic behaviour in the workplace. What are some of the other barriers that you can see that we haven't addressed? How can we help you overcome them?





Bystander Self-Care

We've spoken about the barriers, we know this is hard.

We also need to recognise that it is important to practice self-care. It is hard to be the one that is calling out the problematic behaviour, it can be consuming given the emotionally charged nature of the conversations.

- Take a break when you feel like you need it
- Find like-minded people who share your views and with whom you can debrief after challenging conversations
 - Turn off social media
 - Find what works for you

Remember you are leading with good intent, trying to make the world a better place.

Where to from here?



We offer:

One Hour Lunchbox webinars

Cultural Change Workshops

- Gender Based Violence Prevention
- Racism Prevention

Creating Respectful Workplaces

Allison's Gift

MATE e-Learning Program

MATE Train the Trainer

Motivating Action
Through Empowerment

MATE

Motivating Action
Through Empowerment

MATE

ABOUT

TRAINING

EVENTS

NEWS & INSIGHTS

CONTACT



Motivating Action Through Empowerment

**BE SOMEONE
WHO DOES
SOMETHING**

www.matebystander.edu.au

Social media, connection & the future



<https://matebystander.edu.au/>



@matebystanderprogram



@mate_bystanderprogram



@mate_bystander



**"I always wondered why somebody
doesn't do something about that.
Then I realised I was somebody"**

- Lily Tomlin