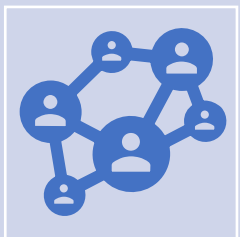


# Bystander Effect





The **bystander effect** is a social phenomenon in which individuals are less likely to speak up regarding a questionable situation/behavior when other people are present. The more people present, the less likely for anyone to speak up.



While each member of the group may recognize there is an inappropriate situation or behavior, there is a tendency for people to think “someone else will do something,” or “if nobody else is doing anything, maybe this isn’t really a problem?”



Share a time  
you were a  
bystander

*That could be offensive to a certain audience.*

*Isn't anyone going to say something?!*

*Should I say something?*

*Why didn't I say something?*

**What do you wish you would have done?**

**What is a response you could have had?**

## Encouragement Action Items

### **Speak Up and Create a more Inclusive Workplace**

- Off color jokes/inappropriate discussion. Kindly suggest that the joke/topic is not appropriate.

### **Help People Grow**

- Interrupting inappropriate behavior may stop someone from unintentionally offending someone in the future.

### **Be a Hero**

- Literally be a hero to someone who is not comfortable defending themselves by stepping in and supporting the injustice that is occurring

# Inclusion Suggestion

At lunch today, sit with people you do not know well and get to know them personally first, professionally second.

- Do they have a Halloween costume?
- What do they do for fun in Winter?
- What does their family look like?
  - (significant others, siblings, animals (children or furry/feathered/scaly))
- Where do they work?
- What do they love about their current role?
- How are they involved in ACEC?