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4.	. Act as if the bias doesn't exist. Consciously behave in ways that counter your bias.
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7	Motivational Interviewing Motivational
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Say, "Ouch!"	Make it individual. "Do you mean a particular person?"	Broaden to Universal Human Behavior. "I think that's true of everyone."	Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"	Ask an open-ended question. "What do you mean?"	Speaking Out Against Stereotypes Assume Good Intent; Explain Impacts. "I know you mean well, but that hurts."	Say, "Ouch!"	Make it individual. "Do you mean a particular person?"	Broaden to Universal Human Behavior. "I think that's true of everyone."	Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"	Ask an open-ended question. "What do you mean?"	Speaking Out Against Stereotypes Assume Good Intent; Explain Impacts. "I know you mean well, but that hurts."
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Four Steps to Safe Intervention

- ignore harasser. know it. Be calm and welcoming say hello, use their name if you target. Go to target, sit beside, **Engage conversation with**
- 50 Ignore harassment. Pick a discussing it. random subject and start
- ω Keep building safe space. person, ignore harasser entirely. Maintain eye contact with
- Continue conversation until their wishes if they want to be safe place if necessary. Respect harasser leaves. Escort target to

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The Five Ds of Intervention

- Directly Respond. "That's inappropriate." "Leave them alone." "That's homophobic."
- Distract. Ignore the harasser and engage with the person being harassed about something else. Get in the way.
- Delegate. Find a supervisor, engage other bystander, Call authorities***
- 4. **Delay.** Check in with the person being harassed at a later time.
- 5. **Document.** If it is safe to do so, document the incident. ASK the target if they are okay sharing.

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