

Motivational Interviewing	Motivational Interviewing	Motivational Interviewing	Motivational Interviewing
<ol style="list-style-type: none"> 1. Watch your first thoughts. They may be clues to identify your biases. 2. Hit the pause button. Take a beat and give your rational brain a chance to kick in. 3. Use the power of logic. How many people do you actually know who conform to your bias? 4. Act as if the bias doesn't exist. Consciously behave in ways that counter your bias. 5. Cultivate common ground. Reach out to people different from yourself to identify what you have in common. 	<ol style="list-style-type: none"> 1. Watch your first thoughts. They may be clues to identify your biases. 2. Hit the pause button. Take a beat and give your rational brain a chance to kick in. 3. Use the power of logic. How many people do you actually know who conform to your bias? 4. Act as if the bias doesn't exist. Consciously behave in ways that counter your bias. 5. Cultivate common ground. Reach out to people different from yourself to identify what you have in common. 	<ol style="list-style-type: none"> 1. Watch your first thoughts. They may be clues to identify your biases. 2. Hit the pause button. Take a beat and give your rational brain a chance to kick in. 3. Use the power of logic. How many people do you actually know who conform to your bias? 4. Act as if the bias doesn't exist. Consciously behave in ways that counter your bias. 5. Cultivate common ground. Reach out to people different from yourself to identify what you have in common. 	<ol style="list-style-type: none"> 1. Watch your first thoughts. They may be clues to identify your biases. 2. Hit the pause button. Take a beat and give your rational brain a chance to kick in. 3. Use the power of logic. How many people do you actually know who conform to your bias? 4. Act as if the bias doesn't exist. Consciously behave in ways that counter your bias. 5. Cultivate common ground. Reach out to people different from yourself to identify what you have in common.
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<div>Speaking Out Against Stereotypes</div> <ul style="list-style-type: none">Assume Good Intent; Explain impacts. "I know you mean well, but that hurts."Ask an open-ended question. "What do you mean?"Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"Broaden to Universal Human Behavior. "I think that's true of everyone."Make it individual. "Do you mean a particular person?"Say, "Ouch!"	<div>Speaking Out Against Stereotypes</div> <ul style="list-style-type: none">Assume Good Intent; Explain impacts. "I know you mean well, but that hurts."Ask an open-ended question. "What do you mean?"Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"Broaden to Universal Human Behavior. "I think that's true of everyone."Make it individual. "Do you mean a particular person?"Say, "Ouch!"	<div>Speaking Out Against Stereotypes</div> <ul style="list-style-type: none">Assume Good Intent; Explain impacts. "I know you mean well, but that hurts."Ask an open-ended question. "What do you mean?"Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"Broaden to Universal Human Behavior. "I think that's true of everyone."Make it individual. "Do you mean a particular person?"Say, "Ouch!"	<div>Speaking Out Against Stereotypes</div> <ul style="list-style-type: none">Assume Good Intent; Explain impacts. "I know you mean well, but that hurts."Ask an open-ended question. "What do you mean?"Interrupt and Redirect. "Let's not go there. Did you get see that new paper on Martian gullies?"Broaden to Universal Human Behavior. "I think that's true of everyone."Make it individual. "Do you mean a particular person?"Say, "Ouch!"
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<p>Four Steps to Safe Intervention</p> <ol style="list-style-type: none">1. Engage conversation with target. Go to target, sit beside, say hello, use their name if you know it. Be calm and welcoming, ignore harasser.2. Ignore harassment. Pick a random subject and start discussing it.3. Keep building safe space. Maintain eye contact with person, ignore harasser entirely.4. Continue conversation until harasser leaves. Escort target to safe place if necessary. Respect their wishes if they want to be alone.	<p>Four Steps to Safe Intervention</p> <ol style="list-style-type: none">1. Engage conversation with target. Go to target, sit beside, say hello, use their name if you know it. Be calm and welcoming, ignore harasser.2. Ignore harassment. Pick a random subject and start discussing it.3. Keep building safe space. Maintain eye contact with person, ignore harasser entirely.4. Continue conversation until harasser leaves. Escort target to safe place if necessary. Respect their wishes if they want to be alone.	<p>Four Steps to Safe Intervention</p> <ol style="list-style-type: none">1. Engage conversation with target. Go to target, sit beside, say hello, use their name if you know it. Be calm and welcoming, ignore harasser.2. Ignore harassment. Pick a random subject and start discussing it.3. Keep building safe space. Maintain eye contact with person, ignore harasser entirely.4. Continue conversation until harasser leaves. Escort target to safe place if necessary. Respect their wishes if they want to be alone.	<p>Four Steps to Safe Intervention</p> <ol style="list-style-type: none">1. Engage conversation with target. Go to target, sit beside, say hello, use their name if you know it. Be calm and welcoming, ignore harasser.2. Ignore harassment. Pick a random subject and start discussing it.3. Keep building safe space. Maintain eye contact with person, ignore harasser entirely.4. Continue conversation until harasser leaves. Escort target to safe place if necessary. Respect their wishes if they want to be alone.
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<p>The Five Ds of Intervention</p> <ol style="list-style-type: none">1. Directly Respond. "That's inappropriate." "Leave them alone." "That's homophobic."2. Distract. Ignore the harasser and engage with the person being harassed about something else. Get in the way.3. 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.	<p>The Five Ds of Intervention</p> <ol style="list-style-type: none">1. Directly Respond. "That's inappropriate." "Leave them alone." "That's homophobic."2. Distract. Ignore the harasser and engage with the person being harassed about something else. Get in the way.3. 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.	<p>The Five Ds of Intervention</p> <ol style="list-style-type: none">1. Directly Respond. "That's inappropriate." "Leave them alone." "That's homophobic."2. Distract. Ignore the harasser and engage with the person being harassed about something else. Get in the way.3. 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.	<p>The Five Ds of Intervention</p> <ol style="list-style-type: none">1. Directly Respond. "That's inappropriate." "Leave them alone." "That's homophobic."2. Distract. Ignore the harasser and engage with the person being harassed about something else. Get in the way.3. 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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