

Be an Upstander

An upstander is someone who recognizes hate or discrimination and uses their own strengths to take action and create positive change.

When you witness discrimination, you can do your **PART** (Pause, Assess, Reflect and Talk/Tell).



PAUSE: How do I feel?

Notice your feelings (fear, shock, anger, confusion sadness, etc.), manage your emotions, and self-regulate (focus on your breath, count to 10, step away to reflect, seek support, etc.)



ASSESS: Am I safe?

If there's a chance you may be unsafe, do not approach the offender. Active witnessing doesn't require confrontation. If you find that you are afraid and it is not safe, there are other ways you can be an active witness so you don't involve yourself directly.

Instead, you may:

- Approach a co-witness
- Approach the receiver
- Seek support from an external/outsider

If it is safe, ask yourself:

Will I respond now or later?

- Now: Go to "Reflect"
- Later: Take some time to: self-regulate and manage your emotions, think about the incident, speak with someone who may support you and help you decide how to respond



REFLECT: Who do I approach and what do I say?

Who do I feel most comfortable approaching in the witnessing triangle?

(co-witness, receiver, external/outsider, offender)

What response will I use?

(interrupt, disagree, question, call it racism or discrimination, empathy, calling in or calling out)



TALK/TELL: How should I say it?

Approach the person you feel comfortable with (co-witness, receiver, external/outsider, offender)

- Take a deep breath, stand tall
- Use a calm, confident, assertive voice
- Be brief. De-escalate rather than escalate
- If you find that the situation has escalated and you no longer feel safe, take the time to back away and seek support from a co-witness or external/outsider if it feels safe



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Be an Active Witness

When we stay silent during discrimination, it can suggest the behaviour is acceptable and leave others feeling unsupported.

By becoming an Active Witness, we can respond in ways that are safe, appropriate, and effective.

What is Active Witnessing?

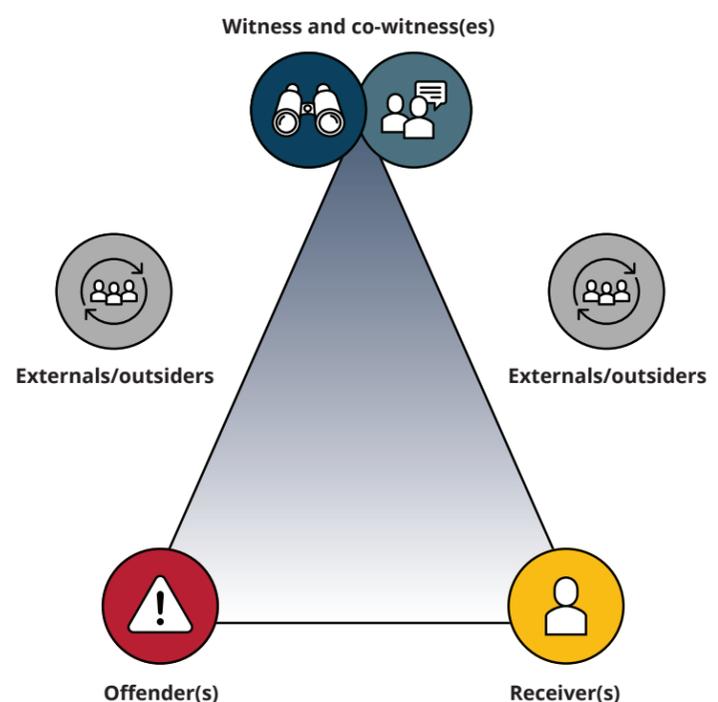
Active witnessing means choosing to act rather than just watch during a discriminatory incident. It empowers us to safely interrupt or intervene using words and actions that help de-escalate, defuse, and prevent harm.

The Witnessing Triangle

There are five main parties that may be involved in a discriminatory incident.

As an Active Witness, you can choose to approach one or more of these groups to help defuse the situation:

-  **Self as Witness:** You've seen an incident and can respond with thoughtful words or actions.
-  **Co-Witness:** Others who also observed the incident and can act alongside you.
-  **Offender:** The person responsible for discriminatory remarks or behaviour.
-  **Receiver:** The individual targeted by discrimination.
-  **External/Outsider:** Someone not present at the time but able to provide support (e.g., a parent, friend, faculty member, counsellor, or supervisor).



Becoming an Active Witness

Active Witnesses have the courage and skill to speak up safely and effectively. They've reflected on their own barriers to action and learned ways to respond constructively when discrimination occurs.

To become an Active Witness:

- Learn what discriminatory behaviour looks, sounds, and feels like.
- Develop empathy for those who experience discrimination.
- Practice using these skills so you're ready to act.
- Commit to standing up to discrimination as a witness.
- Learn the language and responses that help defuse situations.
- Reflect on what might hold you back — and how to overcome it.



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