

The 3D's

Direct: interact directly and express concern about what you see

Principle	Examples
Express upset feelings	I'm surprised/disappointed you said that
Label the behavior	That's harassment
Disagree	That hasn't been my experience
Question the validity	Always? How do you know that?
Point out hurtful behavior	I'm not sure this was your intent, but the impact you had was hurtful.
Put the offender on the spot	Should we put this comment into our meeting minutes? Can you say that again? I think I misheard you.
Help the offender reflect	Is that what you really think about that? Where did that belief come from? I don't see you as a person that says those kinds of things
Support the target	You are not alone What's happening isn't okay How can I be supportive?
Call attention to the offender's emotions	You seem tense and upset, what's going on? You seem upset that you can only see one side of this

Distract: Interrupt. *This is not the same as being complicit or silent*

Principle	Examples
Cause a distraction	Act like you're late meeting the target for tacos or coffee to create some space for the person to leave the situation
Interrupt	Excuse me. I'm lost, can you help me find...
Change the subject	Did you see the game last weekend? What did you think?

Delegate: Get someone in a better position to help

Principle	Examples
Ask others for help	People nearby the situation An ombudsperson
Ask a colleague	Ask a colleague closer to the offender to talk about the behavior
Alert an authority	Let a supervisor or Department Head know
Report	Call 911 Submit to Report Bias website