



**“SEE SOMETHING,
SAY SOMETHING”**

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Member Story



As someone who identifies as Asian and Pacific Islander (API), I have been very concerned with the sharp increase in violence and harassment toward API people beginning in 2020. I noticed something about these racially-charged crimes that people aren't talking about: the other individuals present.

I'm talking about the bystanders, people on the other side of the cameras and video recordings. I wondered why more people had not stepped in to help. They were bystanders who could have intervened.

I researched the bystander effect, the phenomenon where individuals take no action during an incident because they assume someone else will step in. As it turns out, there are many reasons why people don't act. They may think that they will make the situation worse, that they may say the wrong thing, that it's not their problem or business, that they won't make a difference, or they may simply not act because no one else is taking action.

I've come to realize that the worst thing someone can do is nothing, so I continued to learn about ways to be a good bystander and take action.

Jon Paz, Water/Wastewater EIT at HDR

“See Something, Say Something”

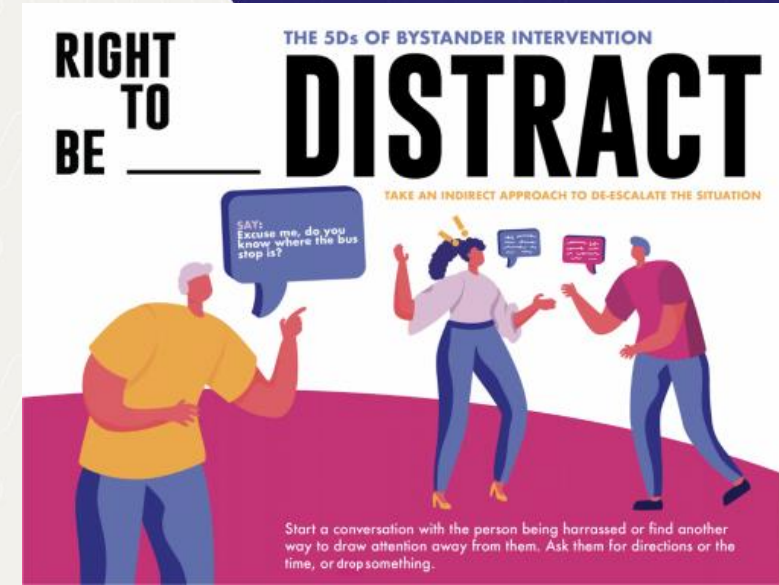
The primary role of a good bystander is to safely de-escalate the situation. To know when to intervene, first be aware of your surroundings. Then, focus on the individual that is being targeted. Are they visibly uncomfortable or trying to move away?

Here are 5 ways a bystander can intervene (bit.ly/bystander-5Ds):

- 1. Distract** - The aim here is simply to derail the incident by interrupting it. The idea is to ignore the harasser and engage with the person being targeted.
- 2. Delegate** - Delegation is when you ask for assistance, for a resource, or for help from a third party.
- 3. Delay** - After the incident is over, check in with the person who was harassed.
- 4. Direct** - After confirming your safety, speak up about the harassment, letting the perpetrator know that their conduct is inappropriate or ask the target if they are OK or need help.
- 5. Document** - Record the incident, date/time, and landmarks. Always ask the person targeted what they want to do with the footage and never post online without their consent.

TAKEAWAYS:

- What can you do to protect someone from abuse at your workplace or in your personal life?
- Do you agree that any action is better than no action?
- Once your safety is confirmed, would you feel equipped to intervene as a good bystander?





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Jon Paz
Water/Wastewater EIT
HDR

Thank you, Jon, for sharing your story!
Visit dei.cwea.org for resources or to share a story.

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