

**AAPT 2018 Winter Meeting
San Diego, CA**

New! Special workshops on Ally Skills, Harassment Resistance, and Bystander Intervention

Sherry Marts of S*MART Consulting will lead 3 in-person training workshops and one question-and-answer session for AAPT members and registrants at the AAPT Winter Meeting in San Diego, CA on January 7 and January 8, 2018. ***No registration is required to attend any of these workshops!***

Workshop 1

Monday, January 7, 2018

8:30-10:00 am

“Ally Skills for Leaders”

How can the behavior of individuals in a diverse organization significantly improve the experiences of non-majority participants? This workshop will take a close look at the “inclusion” side of diversity and inclusion, and at how leaders’ behavior is key to creating a welcoming and inclusive organization.

Topics to be covered:

- Definitions of diversity and inclusion
- How to recognize explicit and implicit bias
- How to be an ally in professional situations
- How allies in leadership are key to creating an inclusive organization

Workshop 2

Monday, January 7, 2018

4:00-6:00 pm

“Harassment Resistance and Bystander Intervention”

Learn how to address unwelcome behavior in the moment, whether you are the target of, or the witness to, bullying and harassment.

Topics to be covered:

- Definitions of harassment and bullying
- Why harassers harass
- In what situations harassment is likely to occur at meetings
- Why targets need allies
- How to resist and stop harassment without escalating (including role-play scenarios)
- How to intervene when witnessing harassment (including small-group discussion of scenarios)

- (If time) Other behaviors that exclude: unconscious bias and microaggressions

Workshop 3:

Tuesday, January 8, 2018

8:00 – 9:30 am

“Ally Skills: How to Address Harassment, Microaggressions, Insults, and Slight Without Making Things Worse”

What does it take to get from diversity to inclusion? How people treat each other is one of the most important aspects of creating an inclusive and welcome environment. In this workshop we’ll talk about the sometimes challenging topics of privilege, oppression, and bias, and how to be an ally in the face of explicit and implicit bias.

Topics to be covered:

- Understanding of privilege and oppression, and what it means to be an ally.
- How to recognize oppression when you live with privilege
- How to respond to oppression without adding to it
- Allies as active bystanders (will cover some of the same content as active bystander intervention)
- Allies at work: changing the culture of workplaces and professions
- Small group discussions include analysis of real-life scenarios and possible responses

Workshop 4:

Tuesday, January 8, 2018

3:30-5:00 pm

“Harassment Resistance, Bystander Intervention, and Ally Skills: Open Q&A Session for students, postdocs, and early career teachers and faculty”