

Responding to Oppression in Our Work

Responding as someone being oppressed.

Experiencing oppression can be a disturbing and traumatic experience. First and foremost, your safety and protection must come first. Do what you need to do to take care of yourself.

If and when you feel it appropriate, one response to the incident could be reminding the oppressor how their words or behavior do not align with [the RESULTS Values Statement](#) or [Values Video](#). The following laser talk might help you with this:

Engage: Recently, I was involved in an incident in which I was _____
(name oppressive behavior). This incident was hurtful to me.

State the Problem: I'm not certain why you/this person said _____,
but when you/they said/did it, I experienced _____
(if you can, name the thoughts and/or feelings that the oppressive behavior elicited).

Illustrate solution: Part of why I participate in RESULTS is the organization's values in fighting oppression. As our Anti-Oppression Values Statement says, "Poverty cannot end as long as oppression exists." That means when oppressive behavior happens, whether intentional or not, we as members of RESULTS must say something and then work to correct it. This is why I am speaking up.

Call to action: Do you understand why I am speaking to you about this? Would you be willing to talk to me about it?

or

Call to action: Who may I speak to at RESULTS about this incident? What is the process for addressing this kind of behavior?

Affirm, Counter, Transform. This approach can help address oppression and redirect someone's words or behavior toward something more aligned with RESULTS values. See the [attached resource](#), including a description of the approach along with concrete examples. If the behavior comes up regularly, using the model to develop your approach can be helpful.

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Call-In, Call-Out Guide. Use [RESULTS Call-In, Call-Out Guide](#) to help you form responses to repeated behavior. The guide contains good examples of calling someone into the RESULTS values and calling someone out if words and behavior are particularly egregious.

Ask for Support or Report What Happened. Use [this online anti-oppression reporting form](#) to report a RESULTS-related incident of oppression and ask for help, or to inform us of a RESULTS-related incident or situation you want RESULTS to know about, even one that has already been resolved. In addition to asking for help, learning from you about how incidents are handled effectively can benefit the whole RESULTS network.