Anti-Oppression

Responding to Oppression in Our Work

Responding as someone observing oppression.

If you are observing oppression, step in. Consider responding by reminding the oppressor and/or acknowledging for the person experiencing oppression how the oppressor's 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 witnessed you/a person do _____ (name oppressive behavior). This incident really bothered me, and I feel the need to speak up about it.

State the Problem: I'm not sure why you/they said/did this, but what I experienced watching this was _____ (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.

Call to action: Do you understand why this behavior bothered me? I think it would be good for you to speak to _____ (person who was a victim of the behavior) about it. If you would like, I am willing to be there to support you both in that conversation.

or

Call to action: How do I report this incident? What is the process for addressing this kind of behavior at RESULTS?

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 just to inform us of a RESULTS-related incident or situation you want RESULTS to know about. In addition to asking for help, learning from you about how incidents are handled effectively can benefit the whole RESULTS network.

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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.

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.