

Using Multiple Intervention Methods

You don't need to rely on only one intervention method to stop biased or problematic behavior. In fact, employing multiple methods can better ensure a swift resolution to conflict.



Let’s Practice!

Imagining how you might respond to hypothetical situations can help prepare you for real-world scenarios. Let’s review some common situations and what intervention methods you might use.

For each of the following, pick 2-3 intervention methods you could use to help disrupt problematic behavior. Circle all that apply. Then, outline how you would employ each method you selected.

Example:

There is a quick team meeting with 10 of your co-workers to review the objectives of the day. During the meeting one of your co-workers makes a comment about how immigrants are “taking all the jobs.” One of your teammates is a Hispanic immigrant.

Method:	How I will use this method:
Delegate	
Direct	
Distract	<i>I’ll ask a question related to the days objectives to bring focus back to the purpose of the meeting.</i>
Delay	<i>I’ll check in with my Hispanic co-worker after the meeting and ask if they are feeling okay/if they would like to talk.</i>
Document	



Scenario 1: You are working with two of your co-workers, one of whom is a trans woman. Your other co-worker consistently refers to the other by the incorrect pronoun, “he.”

Method:	How I will use this method:
Delegate	
Direct	
Distract	
Delay	
Document	

Scenario 2: You are in a company wide video meeting to discuss this quarter’s goals. Everyone keeps interrupting and talking over a Black female team member.

Method:	How I will use this method:
Delegate	
Direct	
Distract	
Delay	
Document	



Scenario 3: You notice one of your co-workers is consistently making another uncomfortable — they go out of their way to hug the other, touch their arm or back, etc.

Method:	How I will use this method:
Delegate	
Direct	
Distract	
Delay	
Document	