

COURAGE TO CARE WPP Upstander Program for Workplaces



TRANSFORMING BYSTANDER BEHAVIOUR INTO UPSTANDER ACTION

At Courage to Care, we believe that ordinary people have the power to make a positive difference in the lives of others by choosing to be Upstanders.

Our Upstander Programs inspire participants to take action when confronted by discrimination, creating real change in the schoolyard, in work places, and in our communities.

Delivered by our team of skilled and dedicated volunteers, our Upstander Programs promote acceptance of diversity within our community. Programs transform bystander behaviour by demonstrating the core fact that a bystander is never neutral, that refraining to act allows harm to happen, and by offering participants practical tools for standing up against bullying, racism and other forms of discrimination and harassment.

We deliver Upstander Programs free of charge to secondary and primary school students across Victoria.

Our social enterprise delivers Upstander Programs to community groups and workplaces, as well as professional learning programs for primary and secondary school teachers.

THE UPSTANDER WORKPLACE PROGRAM

The Upstander WPP will help you as colleagues to (i) gain insight into how unacceptable behaviours are normalised; (ii) understand the value of Upstander behaviour; and (iii) develop practical ideas for developing an Upstander support framework with a view to pursuing positive culture change for your workplace.

The Upstander WPP runs optimally 3 hours (2 hrs minimum). Workshops can be booked for a minimum 10 staff.

WHAT HAPPENS IN THE UPSTANDER WPP

This is a fully participatory program with exercises that challenge thinking and small group workshoping focused on practical outcomes.

- Exercise on social perception and understanding our unconscious bias
- Pyramid of discrimination - how the cascade works and examining where our community is on the pyramid
- Bystander behaviour, power, and obstacles to action
- Examine case studies directly applicable to your workplace using Upstander tools
- Develop an Upstander support framework for your team or workplace

"The session was highly appropriate, well-placed for members. It provided excellent examples and should be implemented organisation-wide."

Instructor, Victoria Police Academy

"Very powerful, informative and brilliant in structure and organisation of content. You were able to clearly get across the message of being an Upstander."

Instructor, Victoria Police Academy

"Well run course providing practical guidance to promote diversity, equity and inclusion in the community, including workplace. Very practical with some excellent take away tools."

DEI Coordinator, Rotary District 9800

ENQUIRIES



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visit couragetocare.org.au

'The most common way people give up their power is by thinking they don't have any' Margaret Mead

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