

## INCLUSIVE BEHAVIOR ON THE FIRELINE

- **Be aware of unconscious bias.** Unconscious biases are implicit positive or negative preferences shaped through a lifetime of experiences. These snap judgments have a major impact on how we relate to and work with others.
- **Recognize your biases and learn to manage them.** Consider how your snap judgments play out in who you work with and whose opinions you consider valuable.
- **Build awareness of yourself and others.** Make a conscious effort to learn more about ideas, individuals, or groups for which you hold positive or negative biases.
- **Strive for diverse perspectives in decision making.** When making important decisions, ensure there is diversity around the table to broaden your viewpoint and balance out any hidden biases you may have.
- **Be aware of microaggressions.** Microaggressions are comments made with no intent to harm and with no awareness of their disrespectful meaning or that they can have a cumulative hurtful effect. Learn to recognize and moderate your own use of microaggressions, and use bystander skills to mitigate the microaggressions and hurtful actions of others.
- **Be a role model.** Practice microaffirmations, including gestures of inclusion and caring and graceful acts of listening.
- **Take action swiftly.** Don't tolerate hurtful or exclusive conduct on the fireline. Respond swiftly, either through direct action or through your supervisor.

These guidelines were developed for use in Prescribed Fire Training Exchanges. TREX are part of the *Promoting Ecosystem Resilience and Fire Adapted Communities Together* cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior.

For more about the TREX strategy, visit <http://nature.ly/trainingexchanges>.

*An equal opportunity provider*

## BEING AN ACTIVE BYSTANDER

Often misconduct occurs when supervisors are not around. In these situations, intervention by bystanders becomes indispensable. Bystanders can be effective through:

- Stepping in and diffusing an escalating situation
- Reducing workplace bullying by refusing to laugh or participate
- Notifying supervisors of problems

Bystanders can support coworkers and **reinforce positive behaviors** by:

- Considering the positive effects of the action
- Identifying who may feel included or excluded as a result of the event
- Verbally praising the inclusive action or repeating it at a later time

## ACTIVE BYSTANDER SKILLS

- Ask a question: "I'm curious what led you to assume that or to say that?"
- Leverage your relationship with the person who has done something troubling
- Employ the option to leave
- Use distraction, interruption or redirection
- Use humor
- Leverage your role and identity (for example, your authority, your background, etc.)
- Leverage their role and identity: "Would you want your daughter to be treated like this?"
- Refer to TREX values, including diversity, inclusion and commitment to learning and sharing
- Remember not to demonize the initiator; people make mistakes