Cincy Upstander Project
Upstander Definition

People who stand up for themselves and others. They harness their character strengths to find their moment and pursue justice, both great and small, inspiring others to be the best of humanity today.
Character Strengths

We all have 24-character strengths
Your top strengths describe who you are when you’re at your best: They should be-

• Energizing
• Effortless
• Essential

A toolset to help you promote good in yourself and the world
Virtue is the golden mean between two vices, the one of excess and the other of deficiency | Aristotle
Our Strengths have a relationship internally and externally

They can collide in ways that can create intrapersonal and interpersonal conflict

And they can synergize in ways that create a whole better than the two parts
Barriers to Being an Upstander

• Bystander Effect
• Implicit Bias
• Fear of retaliation and repercussions
• Lack of empathy for the victim
• Powerlessness/ Unsure of what to do

“I panicked – not even panicked, not even fear. I just didn’t know what to do.”
- Jesuit Priest

“I will never be able to go back to Sweden without knowing inside myself that I had done all a man could do to save as many Jews as possible.”
- Raoul Wallenberg
R-I-S-E UP With Your Strengths

• RALLY others
• INTERVENE directly
• SWITCH the perpetrator’s attention
• Gather EVIDENCE
• Follow UP to
  • Check in on the person/people who are on the receiving end of the injustice
  • Make sure it never happens again

“How to speak up. What to say. That’s not how to be a hero, how to save the lives of many people, that’s given only to a very few among us. But a little thing, how to speak up, that shouldn’t be so difficult. But it is. For lots of people.” | Dr. Al Miller – Local Cincinnati Survivor
Scenario

You are a lay leader serving on the executive board of a synagogue that also chairs the services committee. After services you notice a fellow lay leader who serves on the same committee has himself stationed at the exit and is hugging and kissing women as they leave. Many of the women of the congregation are looking visibly uncomfortable after having gone through the situation.

• What injustices are happening in this scenario?
• What are the possible barriers to being an upstander?
• What strengths can I harness, both my own and those of others?
• What strengths am I at risk of overuse and underuse in this situation?
• Using the RISE UP method and your character strength profile how could you be an upstander In this Scenario?

My Signature Strengths
1. Perspective
2. Social Intelligence
3. Kindness
4. Leadership
5. Humor

My Lower Strengths
22. Humility
23. Perseverance
24. Bravery