

 **UR HOUR**

**A Gathering for BIPOC
in Public Media**

This space is for **us**.

This space is for people who identify as BIPOC, biracial or multiracial.

If you do not identify as BIPOC, you may be compromising the sense of safety this town hall provides; we kindly ask that you exit this space.

Our Hour is a Camera On Environment



We ask that attendees keep cameras on when entering and for the first few minutes of this town hall as well as while in the breakout rooms.



Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



Show love for up-and-coming BIPOC creators and businesses



Submit Your Proposals for PMDMC25!

Reimagine. Retool. Reignite Growth.



Key Topics:

- Revenue Generation
- Audience Development
- Organizational Health
- Community Connections

SECOND ROUND OF PROPOSALS – SUBMIT BY APRIL 18TH

Need help crafting an idea, or interested in being on a panel?
Let's Talk! Connect with me at sway@greaterpublic.org





Recognizing and Preventing Workplace Bullying

What is Bullying?

“Bullying is a form of aggressive behavior in which someone **intentionally and repeatedly causes another person injury or discomfort**. Bullying can take the form of physical contact, words, or more subtle actions.”

The target typically has trouble defending themselves and has done nothing to “cause” the bullying.

– American Psychological Association

Workplace bullying is characterized by repeated negative behaviors directed toward an individual or group, such as verbal abuse; conduct that is threatening, intimidation or humiliation; defamation of one’s reputation; work sabotage, undermining performance; and/or orchestrated ostracism.

“All other forms of bullying have been condemned – abuse of children, spouses, partners – while bullying at work is still considered a normal, inevitable or even a necessary business practice.”

– Workplace Bullying Institute

Bullies in the Workplace

- Can be a single perpetrator or a group (mob)
- Can have 1 target or many
- Can reside in all corners of an organization, including external parties – members/audience, clients, partners, donors, interviewees, contractors

Why Do Bullies Bully?

Perceived threats from the victim

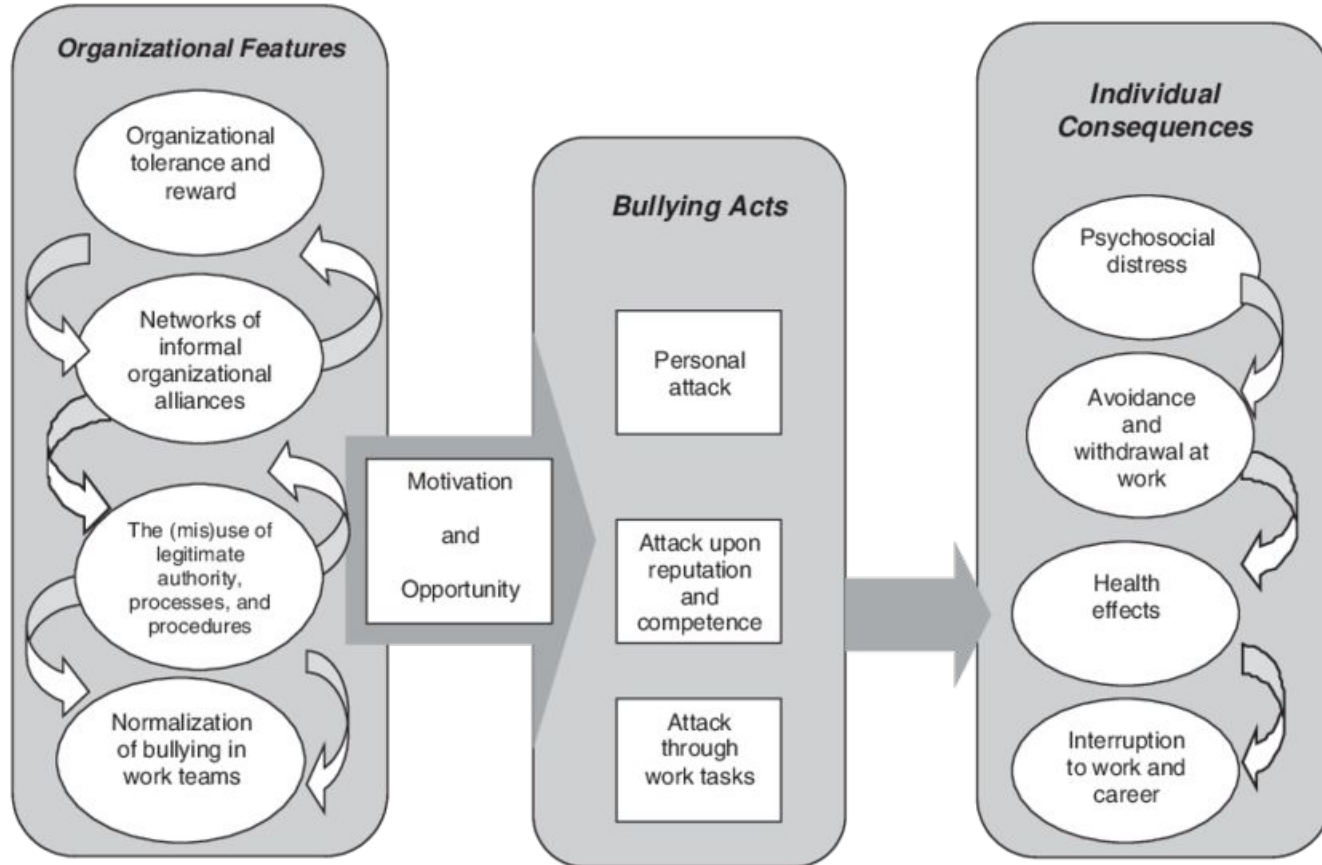
Seeking power through aggression

Looking for attention

Desire for retaliation

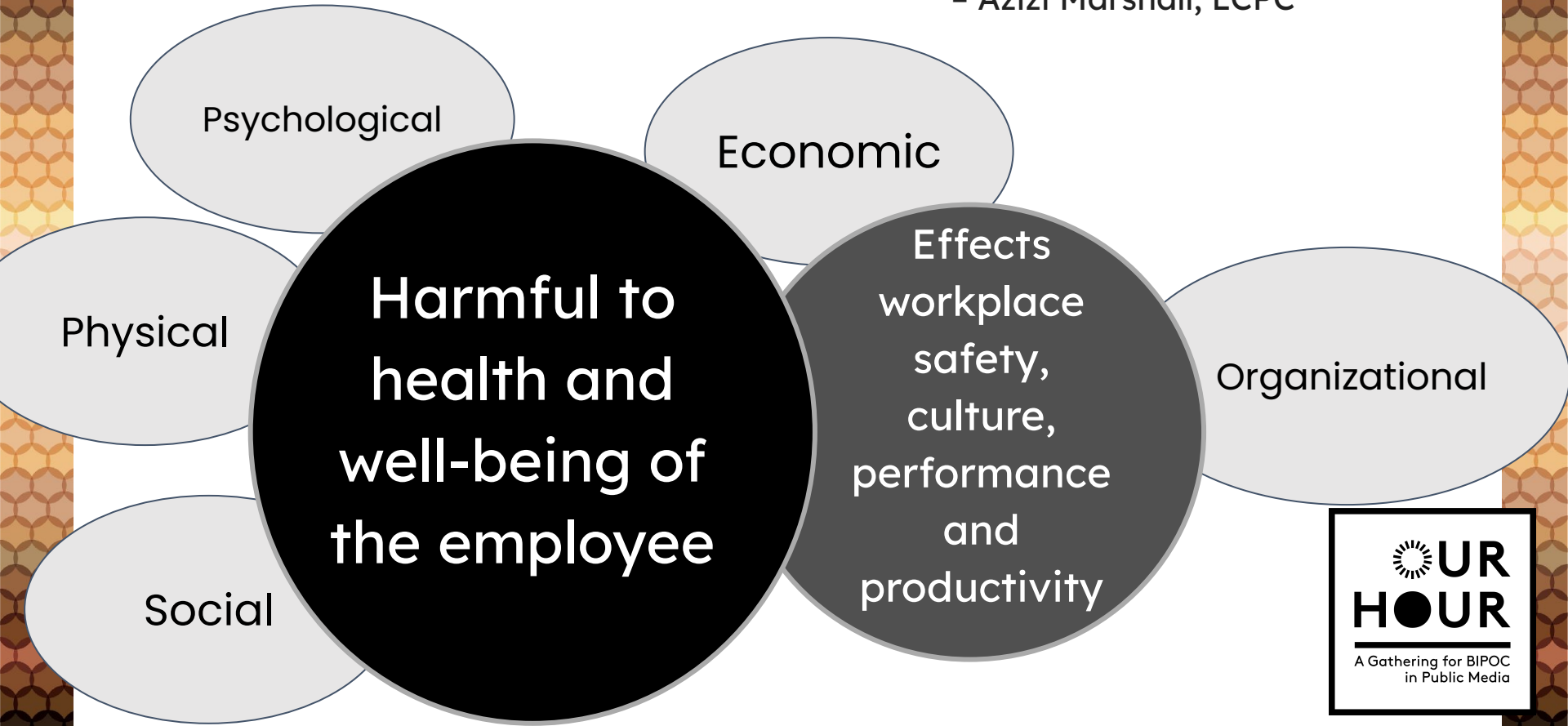
Unresolved past trauma

Bullying as Circuits of Power



“Bullying’s pernicious nature creates long-lasting scars that have an effect on the [target’s] sense of self-worth, self-assurance, and general mental health.”

– Azizi Marshall, LCPC



How Do Bullies Bully? A few forms of bullying



Spreading malicious lies and/or gossiping about another person



Purposely excluding or alienating the target to make them feel excluded



Belittling or humiliating someone with the intent to harm



Purposely withholding or giving incorrect information to set somebody up to fail



Inappropriate conduct or comments – yelling, name calling, vandalizing, othering/microaggressions, invading privacy, etc.



Cyberbullying – verbally threatening or harassing behavior conducted through electronic technology (e-mail, text messaging, social media, etc.)

How Do Bullies Bully? Methods & Tactics

Constant Critic - Threaten and intimidate without witnesses and claim the target is incompetent. The bully seeks to attack the target's image.

Two-Headed Snake - Duplicitous; nice to your face but will throw you under the bus. Intent on controlling the target's reputation.

Gatekeeper - Purposely withholds resources and opportunities from the target. Their goal is to frustrate the target.

The Screamer - Control the emotional climate through outbursts. Their goal is to be feared so that they are not confronted. Though they exhibit stereotypical bully behavior, they are rare.

How Do Bullies Bully? Methods & Tactics

- False accusations about target's work/work ethic/knowledge, skills and abilities (KSAs).
- Stares, glares, non-verbal and/or verbal intimidation and other clear signs of hostility.
- Diminishes target's thoughts or feelings in conversations or meetings.
- Gaslighting - The act of undermining another person's reality by denying them the right to believe both their personal feelings and facts as they actually are.
- Uses the silent treatment to ice out and separate the target from others.
- Exhibits presumably uncontrollable mood swings in front of others.
- Makes their own rules for others to follow.
- Disregards satisfactory or exemplary work despite evidence.
- Harshly and constantly criticizes; standards or expectations change drastically without explanation.
- Started, or failed to stop, destructive rumors or gossip about the target.
- Encourages people to turn against the target.

Why Traditional Methods of Addressing Bullying Typically Don't Work

Reactive

Addresses bullying *after* individual and organizational harm has already occurred.

Burden of Proof

Placing the burden of proof and anti-bullying work on the target ignores the traumatic experience. Documenting trauma as it is happening while expected to maintain productivity is an unfair demand.

“Fixing”

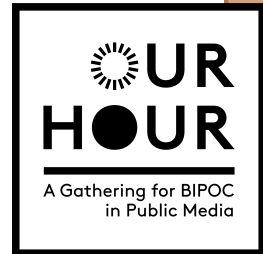
Individual-level focus to address bullying via “fixing” personality characteristics of targets and bullies (assertiveness training or self-control/anger management, respectively) ignores deeper reasoning.

Ignoring Covert Bullying

A focus on overt and hostile bullying does nothing to address covert and instrumental bullying (spreading lies, gatekeeping, etc).

Dealing with Bullies. Organization's Responsibilities

- Define Bullying & Harassment and work to prevent it. Check the current legal definition of workplace harassment at <https://www.eeoc.gov/harassment>.
- Clearly communicate to employees that bullying and harassment will not be tolerated. Information on how to report instances should be included in Onboarding Procedures, Employee Handbook, Workplace Posters and throughout training opportunities.
- Annually train as many individuals as possible - Board of directors, all employees at all levels of the organization, long-term volunteers, interns.
- Remember: Organization's have a duty to respond in compliance with its policies and local/state/federal laws.



Dealing with Bullies. When you're the target.

- Be prepared and be proactive.
 - Build a rapport with HR – starting on Day 1.
 - Read/revisit your employee handbook. Does it have an anti-bullying and/or anti-harassment section with policies on how instances are handled?
 - Notify HR of Bullying Behaviors. Bring the correlating policies to backup a complaint.
- Do not let the situation fester. Doing so could lead to an overblown reaction.
- Exude and maintain a dignified presence.
- Document - Document - Document!
 - Date, Time, Place/Setting, Individual, Witnesses, Situation, What was said by all parties? How was it said? Be honest and factual.
 - Save emails. Take screenshots. Save all documentation at home on a personal device.
 - How is the situation affecting your ability to complete your duties and assignments?
 - How is the situation affecting your mental health?



Dealing with Bullies. As an ally or helpful bystander.

- Offer support and lend an ear. Remain calm and collected.
- Keep detailed records of when and what took place and the circumstances. Focus on the facts as you may need to escalate the situation to HR.
- When bystanders ignore or support the bully, they contribute to the cycle of harm, allowing the behavior to continue unchecked.

Helpful Bystanders Take Action by Taking On These Roles

Defenders: Directly intervene by standing up to the bully and/or helping the target escape the situation.

Supporters: Offer comfort or support to the target after the incident.

Reporters: Report the incident so that appropriate action is taken to prevent further harm.



Ending Workplace Bullying as a Community

Pay attention to the bullying traits we may exhibit ourselves.
“When you point to someone you have three fingers pointing back at you.”

Lift up colleagues. Have each other’s backs; support one another’s ideas and second, highlight, or emphasize their points/recommendations etc. in workplace interactions.

Share experiences with people you trust and who will steer you in the right direction. Stick to the facts and include your actions/behaviors in the recollection.

Are there ways to redirect force?
“Pull the chair” in order to disarm the bully.

Do not blow up! People around you will bear witness to what happened when you remain calm and stick with the facts.

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Discussion Highlights

- Will HR Actually Help? An effective HR Department will want to and work actively to root out bullies and bullying behavior. HR is designed to reduce risk; rooting out this behavior comes along with risk reduction.
- The affected staff member can turn to Employee Resource Groups (ERGs) or internal DEIAB committees/councils as well to bring concerns to HR as a support system for the individual.
- Organization and HR leaders can find local 3rd party organizations that offer resources and support to assist in this area.
- Interrupting bullying can be difficult depending on dynamics such as power structures, previous incidents, etc. Bystander/Upstander Training in which individuals can practice how to engage can help employees become more comfortable/confident intervening.
- The effects of being bullied rests in our bodies. Finding ways to disrupt the is negative impacts is important in order to stay emotionally and psychologically regulated.
- **The Our Hour Community is also a source of support and guidance through difficult situations. We can and should reach out to our fellow colleagues!**
Check out resources for this topic on the last slide.



Our Hour 2025:

Honoring Cultural Heritage/History Months

“Our Histories Are Intertwined”

February - Black/African American History

April - Arab American History

May - Asian American/Pacific Islander History

*August - Interrupting “BIPOC”

September - Latino/Hispanic Heritage History

November - Native American History

Send Sway recommendations of topic ideas, unsung heroes, and guest speakers representing these identities for Our Hour town halls in 2025.





A mural celebrating local activists, organizers and residents of Poplar, CA and neighboring communities. In the center is Nagi Daifalah, a Yemeni farmworker killed in 1973 during protests for farmworker rights. Photo Credit: Manuel Ortiz

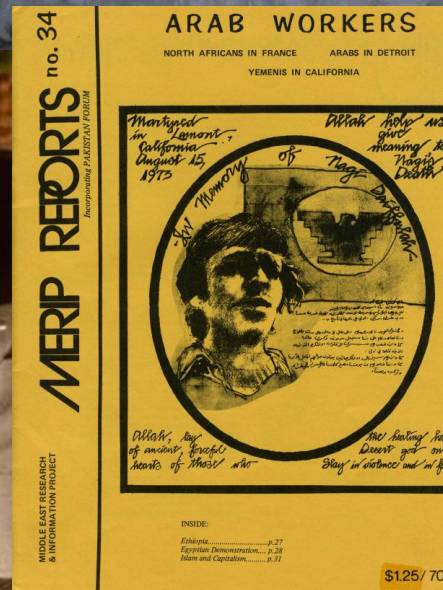


Arab American

Heritage Month

Jad Abumrad, Lebanese-American radio host, composer, and producer. He is founder and co-host of the syndicated public radio program *Radiolab*.

Dr. James Zogby, Rev. Jesse Jackson, and Casey Kasem. Photo Credit: AAIU website



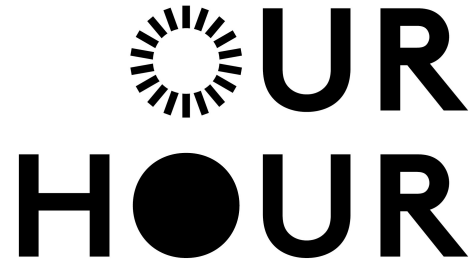
Cesar Chavez marching with Yemeni activists in Delano, CA, 1973. Photo Credit: Stanford

**Thank You for
Connecting Today!**

Please complete our
feedback survey.

Do you have resources
related to today's topic?

Send them my way for
inclusion in our
highlights:
sway@greaterpublic.org

The logo for 'OUR HOUR' is displayed within a white square with a black border. The word 'OUR' is positioned above 'HOUR'. The 'O' in 'OUR' is a stylized sun icon with radiating lines. The 'O' in 'HOUR' is a solid black circle. A thick horizontal black line is located below the text.

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Resources

Anti-Bullying / Anti-Harassment

[Recording of Our Hour with Caged Bird HR](#) & [Work Receipts App](#) by [Caged Bird HR](#)

[How to stop workplace bullying](#)

[How Bullying Manifests at Work and How to Stop It](#) and the [Workplace Bullying Taxonomy](#)

[20 Subtle Signs of Workplace Bullying \(Table\)](#)

[Signs and effects of workplace bullying](#)

[U.S. Equal Employment Opportunity Commission - Harassment](#)

[Bullying in the workplace](#) (Legal information specific to Canada)

[Workplace Bullying: A Tale of Adverse Consequences](#)

[Workplace Bullying Institute](#)

[The Psychology Of Bullying: Understanding This Behavior](#)

[Bullying at work - Information for employees dealing with workplace bullying](#) (Legal information specific to the UK)

[Healing From Trauma: How To Move Forward After Adverse Events](#)

Arab American History Month – Our Histories are Intertwined

[Yemeni Farm Workers and the Politics of Arab Nationalism in the UFW](#)

[Profile of Jad Abumrad, co-host and producer of *RadioLab*](#)

[Timeline of Arab Immigration to America](#)

[Facts about Arabs and the Arab World](#)

[The Arab-American Anti-Discrimination Committee - Immigration](#)

[Arab Americans Celebrate Cultural Heritage in Gaithersburg](#)

[ARAB | How you see me](#)

[Arab Indianapolis: A Hidden History](#)

[Edward Wadie Said – Pioneered the Study of Orientalism and Middle Eastern Studies](#)

Other Links

Join the Public Media for All Organizing Committee – Learn more [here](#) and sign up contact@publicmediaforall.com

PMDMC 2025 - Registration: <https://pmdmc.org/> & Submit a Proposal: <https://pmdmc.org/session-proposals/>



Anti-Bullying Resources

[How to stop workplace bullying](#)

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