

Beyond Bystanders: Training Palliative Care Clinicians in “Upstander” Allyship

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The Opportunity

Palliative care clinicians:

- Many and varied interactions with care teams
- Operate across clinical silos
- Grassroots interest from PC clinicians



Image source: [Serious Illness Messaging Toolkit](#)

Developing a Training

Key resources:

- Existing anti-racism/anti-bias training within our own institution
- 5 Ds of bystander intervention
- “Power, Silence, and Debriefing: Hidden Harms When Palliative Teams Encounter Racism” (McKillip & Moss, 2021)
- Internal Palliative Care DEI Taskforce

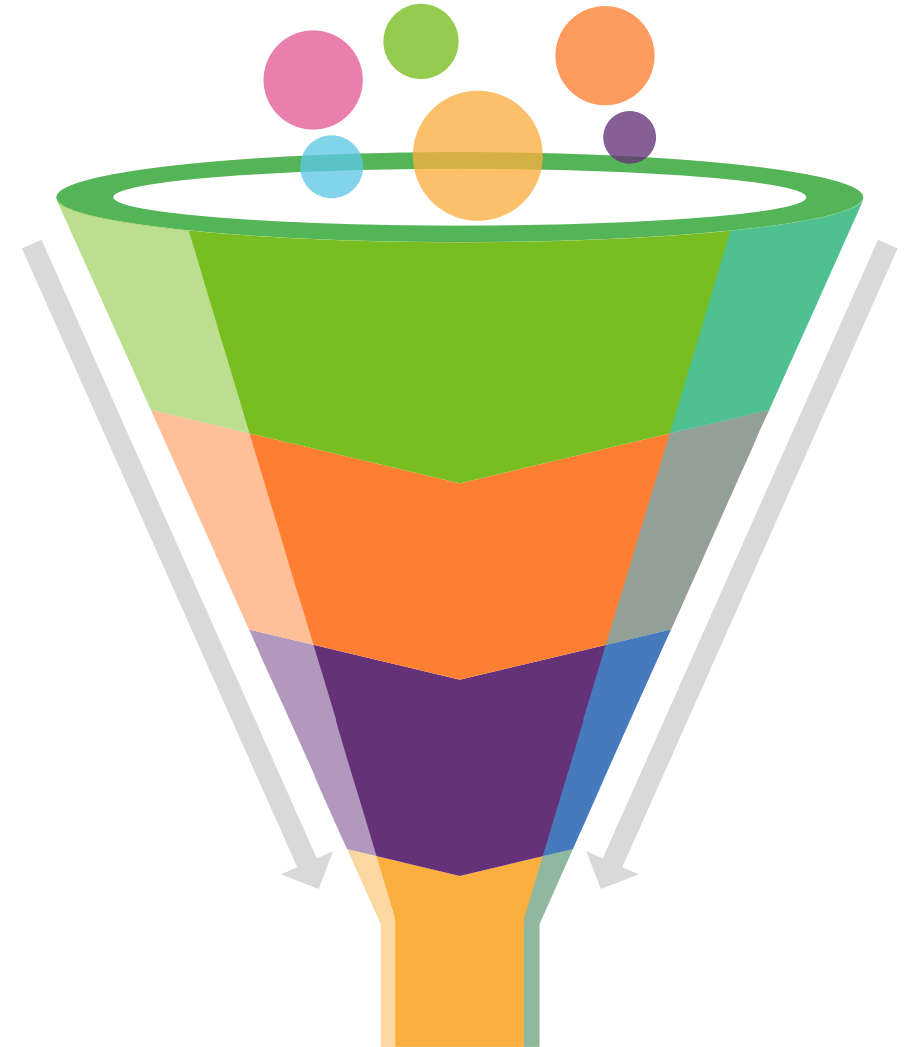
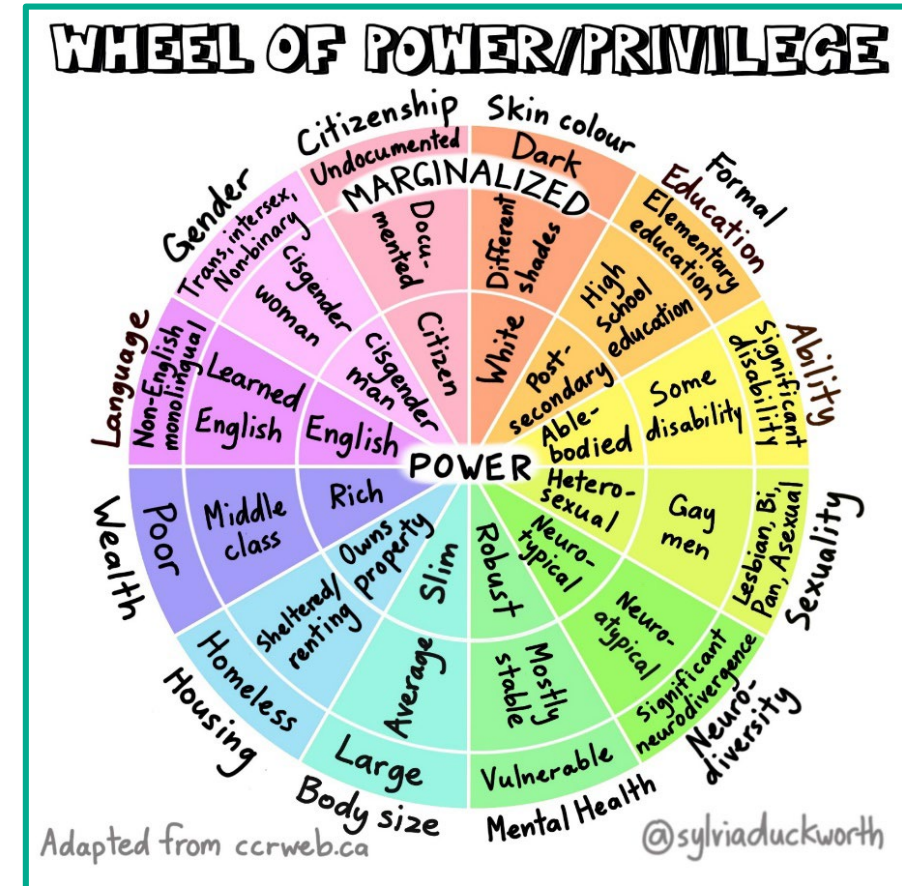


Image source: Internal content library

The Training – Part I

- Establish Learning Climate: Safe vs. Brave space
- Didactic to establish knowledge of key definitions, terms, and concepts (+breakout session)
 - Bystander vs. Upstander
 - Good vs. Bad binary
 - Power/privilege
- Principles of Upstander Intervention

Breakout groups to promote dialogue

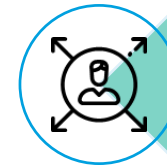


The Training – Part II

- In-depth review of 5Ds, within our specific context
- Breakout session to practice using cases
 - Staff meetings, consults and follow ups, working with other teams, and generally working life in a hospital
- If you're the offender: how to apologize
- Suggested next steps for attendees



Distract



Delegate



Delay



Direct



Document

Lessons Learned

- Do not rush the didactic and breakout groups
 - Skills practice, open dialogue, time with colleagues was highly valued
- Importance of creating a positive and brave learning climate
- Two 1-hour sessions was feasible and preferred
 - Initially tried 1 hour session, did not work (despite high engagement from the group)
- Integrated well into regular educational sessions

Key References

1. [“With Implicit Bias Hurting Patients, Some States Train Doctors.”](#) Stateline, an initiative of The Pew Charitable Trusts. April 21, 2022.
2. “Allyship Training: From Bystander to Upstander.” Penn Medicine DOM Anti-Racism and Health Equity Committee. April 23, 2021. Presented by Carmen E. Guerra, MD MSCE. Internal document.
3. [“The 5Ds of Bystander Intervention.”](#) Right To Be. Accessed on 1/31/2023.
4. McKillip KM, Moss RFF. [Power, Silence, and Debriefing: Hidden Harms When Palliative Teams Encounter Racism.](#) J Pain Symptom Manage. 2021 Jun;61(6):1311-1315. doi: 10.1016/j.jpainsymman.2021.01.128. Epub 2021 Feb 5. PMID: 33549738.