



Insights Pack

'Beyond Bystander'

Diversity Coffee Connect Series
22nd October 2025



How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to your leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
 - ▶ Ask yourself the **questions offered for consideration**
 - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard
about our
Diversity Coffee
Connect
programme?**



- ▶ Watch the video [here](#).

Our focus

In this session we explored some of the learning and research from the Beyond Bystander workshop, an innovative, grassroots initiative on responding to micro-aggressions at work.

We heard from Dr Toby Merriman, who is an Acute Medicine Registrar and Medical Education Fellow in NHS Lothian, who shared an opening perspective on how this workshop was created, designed and delivered.

Resources offered for consideration



Explore: [Beyond Bystander Workshop](#) – Workshop information, suggested reading and contact details



3-minute read: [A blog on Beyond Bystander](#) - by Toby Merriman



5-minute read – [A short journal article on the methodology](#) – by Thom O’Neill, Toby Merriman and Sara Robinson



8-minute watch: [The Hidden Dangers of Microaggressions - Not So Little Remarks | Kathryn Wilson | TEDxVail Youth](#)



BEYOND BYSTANDER

Dr Toby Merriman
Medical Education Fellow, NHS Lothian
Andrew.Merriman@nhs.scot

What we will cover



WHY
this work is
important



WHAT
have we done



WHERE
are we going
next



Our Values
Into Action



BEYOND BYSTANDER

PRE-WORKSHOP MATERIAL

[Click here for a full version of the slides](#)

The 5Ds of bystander intervention

Distraction

Direct Action

Delegation

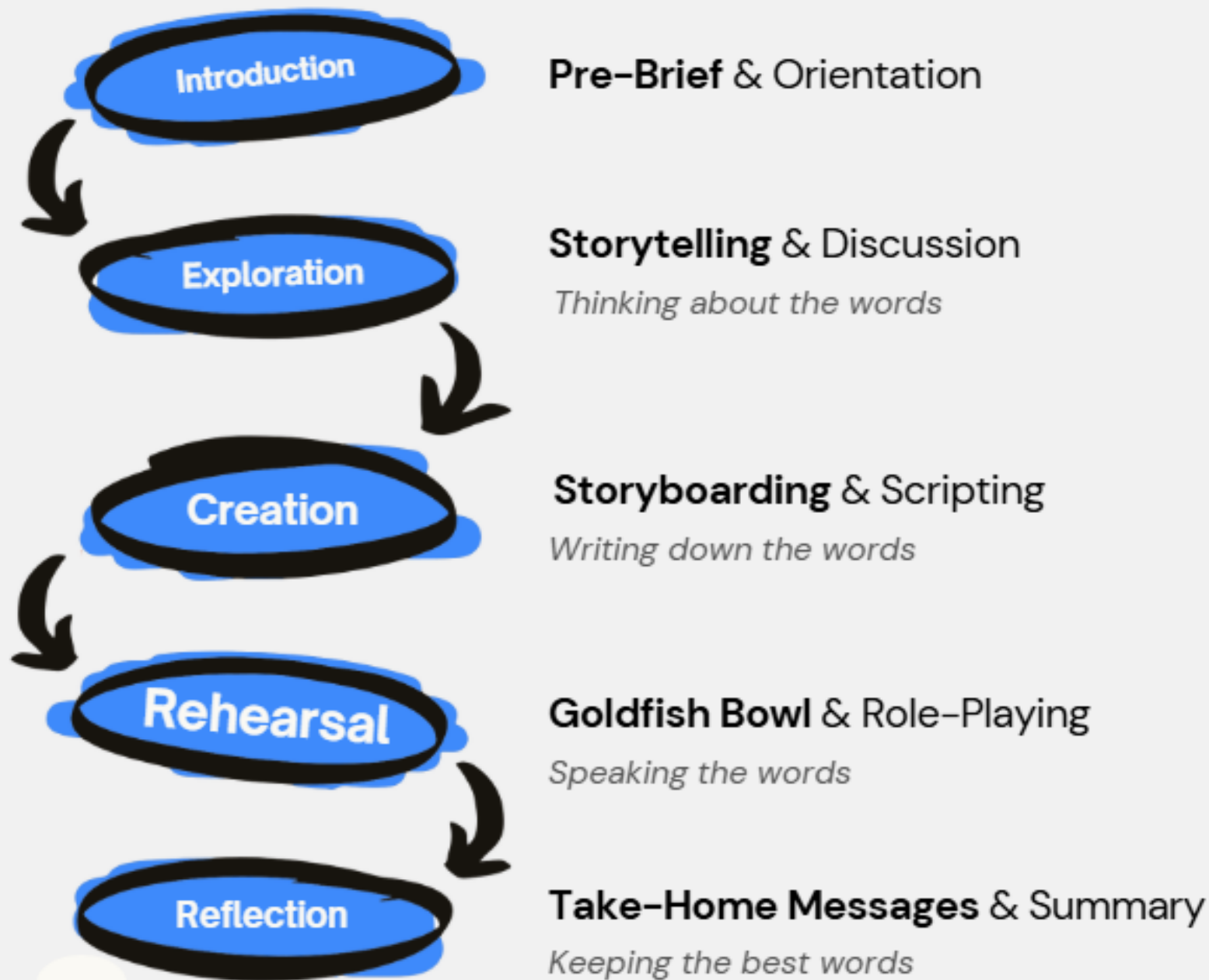
Delay

Document



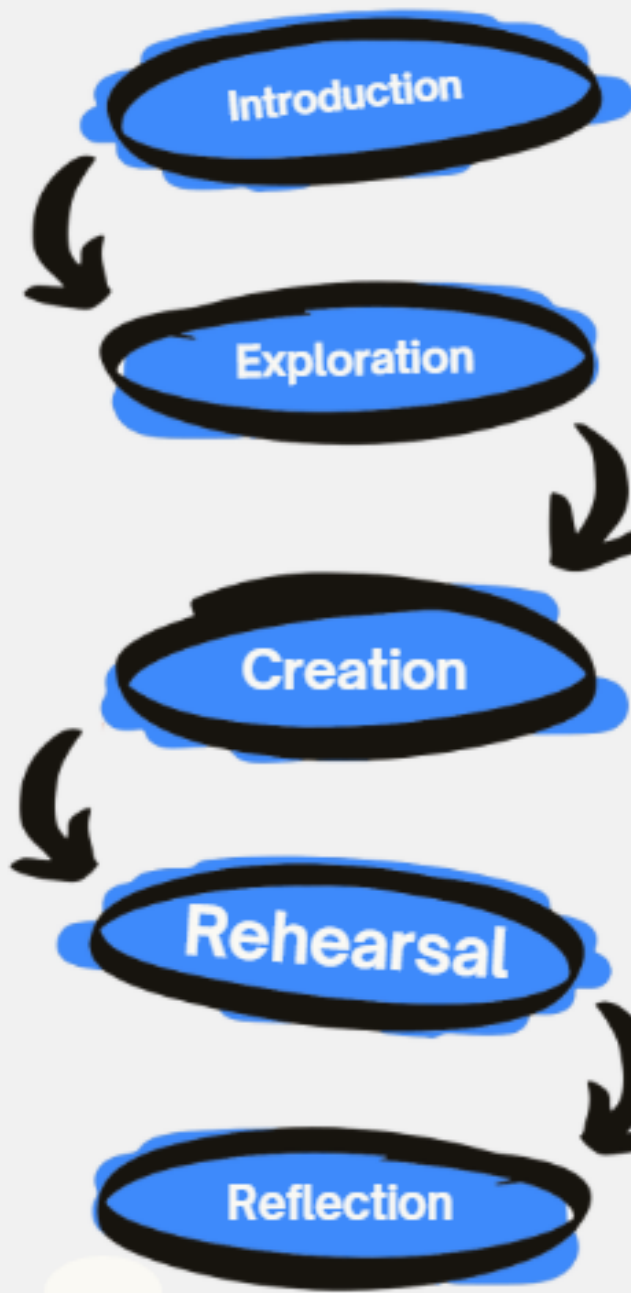
The **Beyond Bystander** Workshop

The why and workshop aims



Simulation-Stacking for psychological safety

The 5 Ds



Introduction

Pre-Brief & Orientation

Exploration

Storytelling & Discussion

Thinking about the words

Creation

Storyboarding & Scripting

Writing down the words

Rehearsal

Goldfish Bowl & Role-Playing

Speaking the words

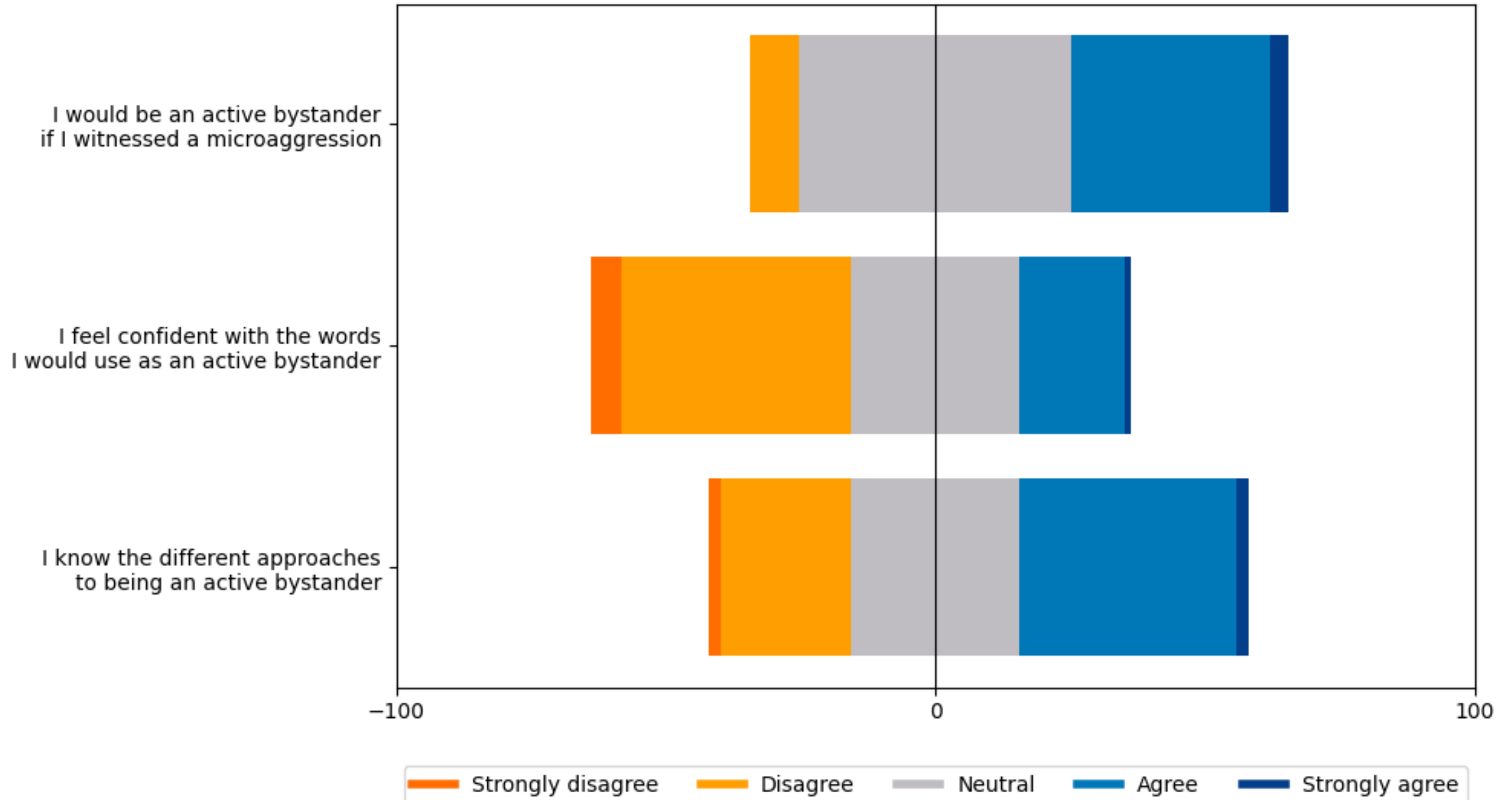
Reflection

Take-Home Messages & Summary

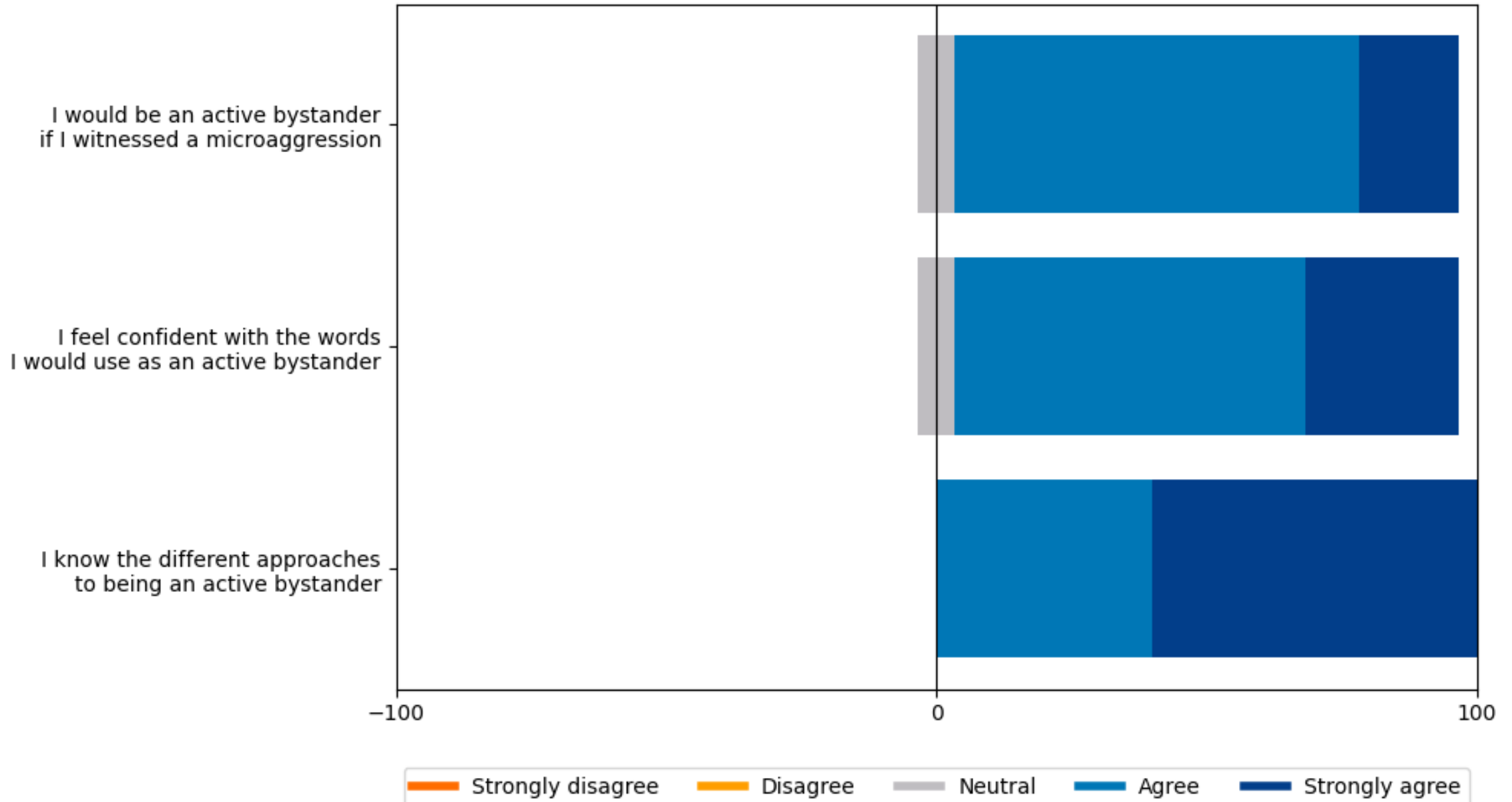
Keeping the best words



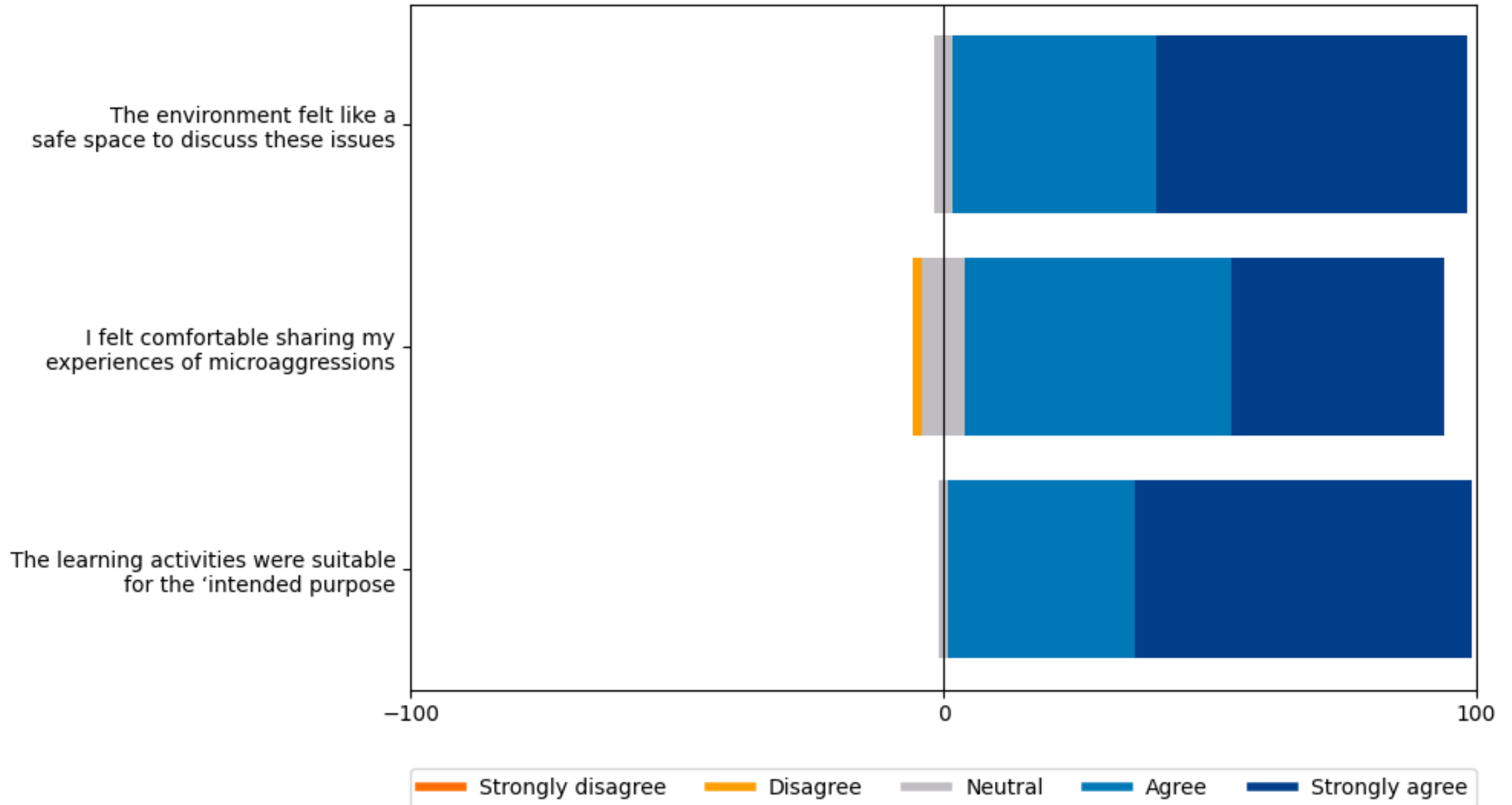
Pre-Workshop



Post-Workshop



Learning Environment





**Workshop information
and contact details**



**Journal article
about methodology**

Summary

◆ Microaggressions have a negative impact on workplaces

◆ Challenging microaggressions is hard

◆ The 5Ds can be used to address microaggressions

◆ The Beyond Bystander workshop can help individuals find the words and phrases that work for them



THANK YOU

If you have any further questions, please contact:

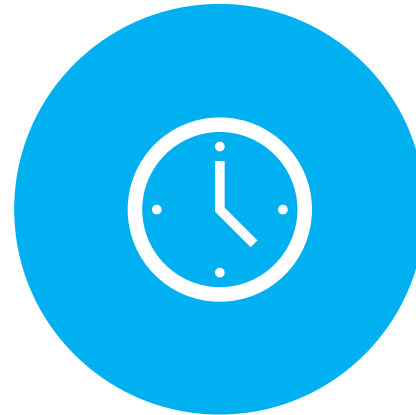
andrew.merriman@nhs.scot

Group discussions

We invited our community to explore what this means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



10 BREAKOUT ROOMS



**TIME IN BREAK OUT
ROOM: 20 MINUTES**



**EVENT DURATION: 60
MINUTES**

Call to action (I)

We collectively identified over 91 actions and insights, relating to 'one thing we can do' following our session. Here are some of the themes!

The 5 Ds – Distract, Direct, Delay, Delegate, Document – choose your response

How corrosive not doing anything is to the workplace

Experiences can be different depending on which area you work

Adopt a person-centred approach

Living by our values

Time to think of my own actions and how these may be experienced as microaggressions

Difficulties challenging banter

Hierarchy and being able to speak up

Be prepared and practice phrases

Be more conscious to spotting microaggressions

[Click here to view responses in plain text](#)

Call to action (II)

We collectively identified over 91 actions and insights, relating to 'one thing we can do' following our session. Here are some of the themes!

there is no one right way to address microaggressions as it depends on the context and environment.

Collective action supports culture change

Psychological safety and culture which creates confidence to challenge

Continue having these conversations

Structure in place in organisation to challenge

Psychological safety and being part of a culture which creates confidence to challenge

Never too late

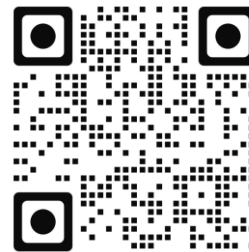
being willing to check ourselves

Intent versus impact

Direct examples of what could be said in the moment

[Click here to view responses in plain text](#)

Moving forward



Scan for
events



▶ Tell us more hello@leadingtochange.scot

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

▶ To find out more, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, the Allyship Hub, Leadership blogs and more.
- ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources

- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



Leading to Change: What's on Offer



Website



Leading to Change
App



Does Compassionate Leadership Actually Matter?

This month we move from leadership fundamentals to the often misunderstood topic of **Compassionate Leadership**.

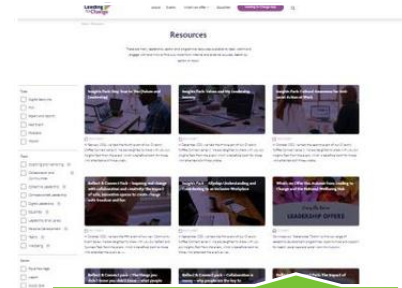
There is a bit of a 'mummers' reaction when the phrase is mentioned; some love the idea - and others, not so much. In this month's email, we explore the concept of compassionate leadership and how it can be used to create a more inclusive and supportive work environment.

Friday Leadership
Emails



LEADING TO CHANGE
COMMUNITY EVENT SERIES
VIRTUAL EVENT

Events



Resources



Awesome Cards



Programmes



Podcasts



Allyship Hub



Inclusive
Leaders Hub

Click the thumbnails above to find out more or email the team: hello@leadingtochange.scot

Future dates

Date	Collaborator	Registration Link
11 th December 2025 1pm -2pm	Leading to Change Team	<u>Diversity Coffee Connect: Privilege – A Clumsy Conversation Worth Having</u>

[Click here for all our upcoming events](#)



Thank You!

