

11 Steps to Promote Institutional Courage (Freyd, 2018; updated 2022)

1. Comply with civil rights laws *and* go beyond mere compliance; beware risk management
2. Educate the institutional community (especially leadership)
3. Add checks and balances to power structure and diffuse highly dependent relationships
4. Respond well to victim disclosures (& create a trauma-informed reporting policy)
5. Bear witness, be accountable, apologize
6. Cherish the whistleblowers; cherish the truth tellers
7. Conduct scientifically-sound anonymous surveys
8. Regularly engage in self-study
9. Be transparent about data and policy
10. Use the organization to address the societal problem
11. Commit on-going resources to 1-9