



Active Witnessing Model 4 Levels of Witnessing

1. Diswitnessing

Not hearing, not seeing, not feeling and not doing.

A denial or suppression of empathy towards someone who is a target of discrimination, harassment or stereotyping. This first stage denotes someone who is unaware. This is also the place where people may minimize the offensive nature of the experience (ie. it was just a joke, that person is so sensitive, political correctness).

3. Active Witnessing

Hearing, seeing, feeling and doing

This person is putting their awareness into action, are overtly responding to situation of discrimination, harassment and stereotyping and are conveying empathy and support for the targets of this hurtful behaviour. In this stage there is a move towards deliberate action to stand up and offer support.

2. Passive Witnessing

Hearing, seeing, feeling but not doing

This is someone who is beginning to enter into the witnessing stage. They are beginning to recognize some harmful behaviour and are responding privately, in their own head. At this stage witnessing is not accompanied by an overt behavioral response. Rather, this person is actively engaged both intellectually and emotionally but not externally.

4. Ethical Witnessing for Social Justice

Moving beyond hearing, seeing, feeling and doing toward social leadership

This stage builds on the active witnessing stage where individuals at this level take action at the social level for both confronting and educating others. It involves challenging institutions, starting campaigns and educating others.