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Abstract for an Invited Paper  
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### **Bystander Training (Faculty and Student)<sup>1</sup>**

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As the APS has recognized, implicit biases around race, gender, sexuality, socio-economic status, religion, disability, and other factors can interfere with students' education. Academic mentors can be an invaluable resource for students who face these barriers to their learning. This session introduces participants to practical steps they can take to recognize and respond constructively to bias incidents. Research has shown that bystander intervention is enabled when individuals perceive there is a problem to be addressed and believe they have the skills to act. Drawing from the Bystander Leadership Program developed as part of the NSF ADVANCE program at Florida International University (FIU), we will use experiential learning to encourage attendees to engage in bystander intervention and promote structural change within their spheres of influence. Participants will engage in experiential exercises that are components of FIU's 5-step, behavioral skills training workshop. This session offers the opportunity to move from reflection and cognition to action through embodied practice based on mentoring scenarios adapted from real experiences.

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