

Prevention Action Change

Building Skills to End Violence

Active Bystander Intervention Strategies

I've got your:

- B Be Aware:** Take steps to increase your awareness of the harassment experienced by various groups
- A Acknowledge Your Role:** your position, relative power, strengths
- C Consider Options:** Given what is happening and who is involved, what are the best interventions
- K Know what to do and DO IT:** Talk through scenarios and take action during or after an incident.

5 Ds of Bystander Intervention

Distract:

Goal – interrupt, shift attention, provide space for the person targeted to leave

- With Aggressor** *“Your friends are looking for you.” “Don’t I know you?”*
“I’m on my way to get a coffee, wanna join me?”
Ask about their car, sports jersey they are wearing, etc.
- With Target** *“Don’t I know you? “Sorry I’m late.”*
Ask for directions / help

With Either:

- Pretend** to know them or that there is a crisis. Ex: that you have lost your dog.
(frantic) “excuse me can you find my dog?!”
- Physical:** Drop your coffee, stumble (if that feels safe)

Delegate:

Goal - Engage someone better positioned to intervene.

Be Direct and Clear Tell them what to do: *Get water. Call for help, etc.*

Delegate to: Friends, family, people in authority (teacher, bus driver, manager, etc.), other bystanders.

NOTE on calling the Police: *Many people in the US and across the world have a well-founded fear of the police. If there is physical harm and you feel you must call 911 - stay and give a full description of who did what - helping to avoid assumptions about who is causing the harm.*

Delay:

Goal – Reaching out to offer support or critique after the incident.

With the Target: *“Are you ok?” “Can I help?” “I’m sorry that happened.”*
“I can be a witness” (if they choose to report).
“That wasn’t okay.” “You didn’t deserve that.”

With the Harasser: *If you know the harasser (and sometimes if you don’t) you can also address afterwards: “I saw what happened.” “I don’t agree with your actions.”*
“That was harmful.”

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Document:

Goal – Create a record of the incident that can be used as evidence.

Record (harasser not target), **write notes** of the harasser's actions/license plate

Offer to the person targeted. Don't post or report w/o permission.

Reporting Options: anonymously to:

National Street Harassment Hotline 1-855-897-5910 <https://hotline.rainn.org/sshed/terms-of-service.jsp>

Southern Poverty Law Center <https://www.splcenter.org/reporthat>

Stop AAPI Hate: <https://stopaapihate.org/>

****Police:** Be very aware that calling the police can escalate incidents further and cause Black, Brown, and Indigenous people to be targeted. If you assess the need to call the police, you are then also committing to **stay** and make sure they are informed of who caused the harm and who was targeted.

Direct:

Goal – Set a boundary with the person causing harm and to address the behavior directly

Project confidence using consistent facial expression, body language and voice.

Range from calling in (inviting to change) to **calling out** (naming and calling attention to the behavior)

Direct to the Harasser / Person causing harm:

Calling in: *That didn't feel okay to me, Let's take a break and talk, I don't find that funny, That doesn't work here, Do you know the history behind that phrase? (additional – see below)*

Calling out: *You need to leave, That is hate speech, That is harassment*

Direct to the person targeted:

How can I help? I'm here for you, I'm sorry that happened, I can help report if you want, Can I walk you where you're going?

De-escalation is also a key DIRECT strategy – tools include:

Showing concern / empathy

Getting to 'We' - finding something we can agree on

Movement: sitting, standing, walking

Reflecting back what the person is saying

De-escalate Bystanders

Calling In: Offering a person who commits a microaggression the opportunity to learn from, own, and change their behavior.

Engage: *"I'd like to talk to you more about..."*

Empathize: *"I know you're a good person, and.... (provide info. about what they said/did)"*

Question: *"What did you mean by that?"*

Inform: *"Let me tell you about the history behind that..."*

"I don't find that funny because..."

Amplify: *"You saw the post by (organization representing an impact group), right? They said..."*



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