



Bystander Safety Strategies

LGBTQ+ *Pride Series*

WELCOME! Class will start soon.

While you wait, please feel free to use the chat box to write your name, pronouns, and where you are joining us from!



WHAT IS A BYSTANDER?

A person who is not the aggressor or the target of an act of abuse, harassment, or harm

AND

who is in a position to prevent or interrupt it.

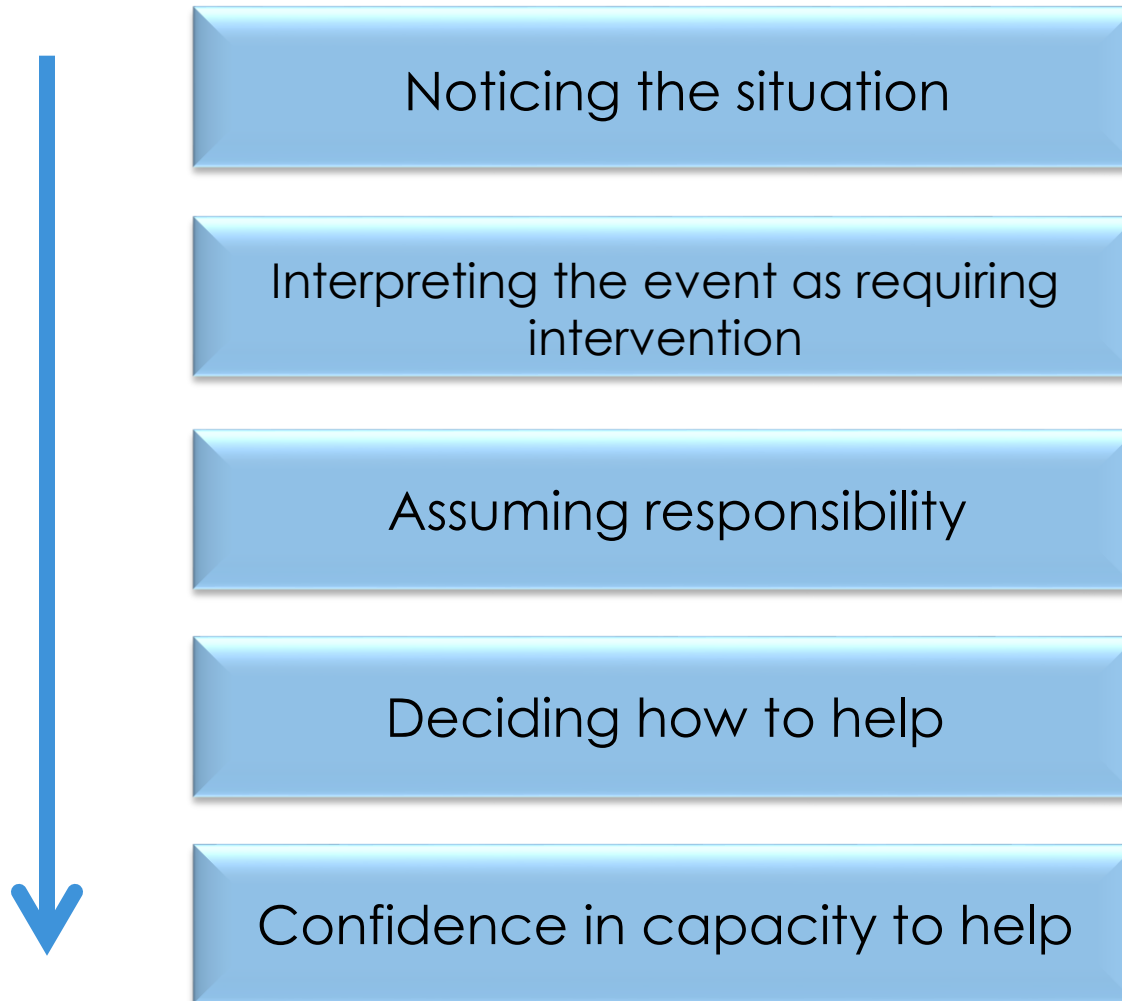


GOALS OF BYSTANDER INTERVENTION

- To increase the safety of the person being targeted
- To create accountability
- To change the culture of a community or public space

BYSTANDER BEHAVIOR

FIGURE 1 LATANÉ & DARLEY'S 5-STAGE MODEL (1970)





SOME QUESTIONS TO ASK OURSELVES...

- Why am I moved to intervene?
- What level of personal risk am I willing to take?
- What skills can I bring to the situation?
- How do I know my intervention will help?



*What are some barriers to
intervening?*

*What gets in the way or holds
you back?*



*What helps you to intervene,
or increases your
motivation?*

MATCHING THE INTERVENTION TO THE SITUATION



EXAMPLE #1

- **Situation**

- Homophobic, transphobic, racist, ableist, sexist, classist comment or joke

- **Intervention**

- Speaking up, challenging the comment or joke

- **Skills Needed**

- Ability to explain why the joke or comment was harmful, ability to disagree or challenge



EXAMPLE #2

- **Situation**

- Harassment or hate speech on social media

- **Intervention**

- Documenting and reporting
- Responding directly

- **Skills Needed**

- Knowledge of social media platform and how to block, moderate, or report hate speech



EXAMPLE #3

- **Situation**

- Someone you know is pushing past their partner's sexual boundaries

- **Intervention**

- Having a challenging conversation, assessing the partner's safety and what would actually help

- **Skills Needed**

- Communicating effectively under stress
- Responding to difficult reactions



EXAMPLE #4

- **Situation**
 - Harassment in a public place
- **Intervention**
 - Assess the situation
 - Possibly cause a distraction, or help the person being harassed to get away
- **Skills needed**
 - Ability to think clearly in the moment



EXAMPLE #5

- **Situation**
 - Hate speech, threats, potential physical violence
- **Intervention**
 - Verbal and possibly physical self-defense
- **Skills Needed**
 - Physical and verbal self-defense



What skills do you bring?

*What level of risk are you willing
to take on?*



MANAGING YOUR STRESS RESPONSE

So you are choosing instead of reacting



WHAT IS ADRENALINE?

- Adrenaline is a hormone produced in the body when there is a perceived threat or danger (the threat may be psychological).
- It is commonly known as the body's flight/fight/freeze response.
- Adrenaline responses are normal survival mechanisms that can help us react quickly to uncomfortable or life threatening situations.

ADRENALINE MANAGEMENT EXERCISES

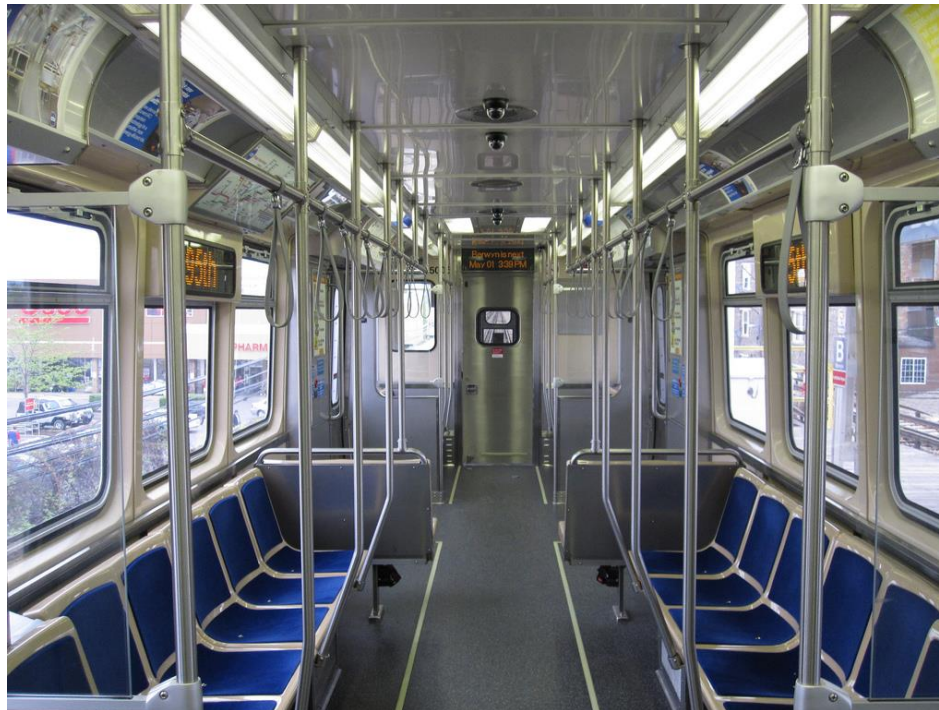




BYSTANDER SCENARIO

SCENARIO

A couple who appear to be women are sitting on the train holding hands. A stranger sitting in a seat directly across from them starts harassing them and yelling: “Which one of you is the man?” When the couple ignores him, he keeps persisting.





STEPS TO BYSTANDER INTERVENTION

1. Breathe.
2. Assess your own adrenaline. Are you able to think clearly under stress?
3. Identify your action.
4. Ensure the person wants your help.
5. Intervene.
6. Assess your intervention.
7. Think through next steps.



OPTIONS FOR INTERVENING

- Distract the harasser
- Directly confront the harasser
- Make eye contact or non-verbal communication with the couple to see if they want or need help
- Ask the couple if they want help
- Get other subway passengers to sit or stand between them
- Other options??



SMALL GROUPS DISCUSSION

What options would you choose?

What influences your choices?



INTERVENTION DEMONSTRATIONS

- Check in with the couple being harassed
- Distract the harasser
- Direct conversation with the harasser

POWER
IMBALANCES/DYNAMICS
&
BYSTANDER CHOICES

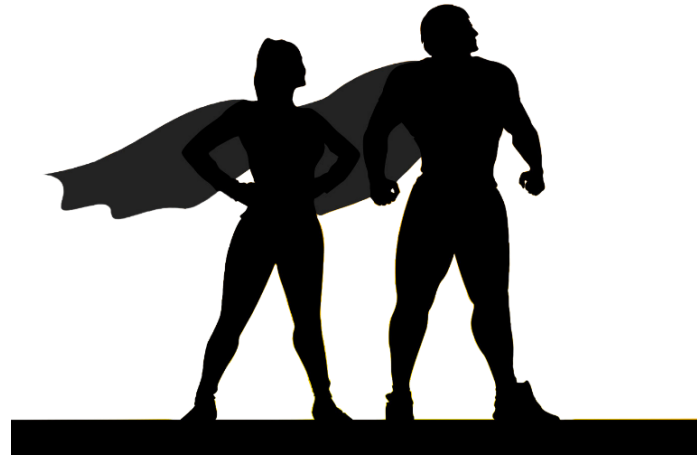




POWER IMBALANCES

- When someone has privilege
- When someone is also targeted
- When someone is targeted by law enforcement
- If you have power within an organization

REMEMBER...WHEN INTERVENING, CONSENT IS KEY!





**DISCUSSION
&
QUESTIONS**



Questions? Connect with us!

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Support Resources:

<http://impactboston.org/resources/support-services/>

Class Feedback Form:

<https://forms.gle/umxS3pJnSCtfNphu5>



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