



Bystander Intervention Training



**Inter-Cultural
Association**
of Greater Victoria

FACILITATED BY
THE INTERCULTURAL
ASSOCIATION OF
GREATER VICTORIA



AGENDA

The learning overview for each session are as follows:

Bystander Session 1: (2.5 Hours)

- Racism and its history
- Understanding micro-aggressions
- Overview of the Bystander Effect
- Intervention strategies

Bystander Session 2: (2.5 Hours)

- Scenario-based training
- De-escalation strategies & techniques
- Active listening skills
- Intervention across sectors (health, workplace, education etc.)

Goals of Training

Change starts with one person



As the 2020 winner of the City of Victoria Participatory Budgeting Funding, ICA received widespread community support to launch a training program that will equip residents with practical anti-racism tools and strategies. ICA's Bystander Intervention Training is for individuals who want to move beyond silence, and be active bystanders when they see instances of racism or discrimination. Our Bystander Intervention Training is for people of all ages.

This booklet contains exercises to practice intervention, and outlines practical strategies to use in your day to day life.

The tools in this training can be used for any instances needing an active bystander and are relevant for intervention during discrimination on the grounds of race, disability, gender, nationality, class and age, and more.

Whenever one person stands up and says "wait a minute, this is wrong,"
it helps other people to do the same.

— Gloria Steinem

ABC SAFETY SCAN



ASSESS

Before you act, assess if it is safe to do so.



BE IN A GROUP

If you are alone with the perpetrator and targeted person, it may not be safe to intervene alone. Look for other bystanders you can encourage to support the targeted person.



CARE

Centre the needs of the targeted person. Check in and ask them if they are okay.

If you are waiting for someone to end racial injustice, and I am waiting, and she is waiting, and he is waiting, it will never end. Use your voice.

— Alison Maree

5D INTERVENTION TOOLS



DIRECT

A "direct" intervention strategy includes addressing the perpetrator's negative behaviour. E.g.: "Hey, are you ok?", "Hey, it looks like you're making them uncomfortable?" or "Hey, that's not okay"



DISTRACT

A "distract" intervention strategy involves shifting attention away from the perpetrator to create more safety for the targeted individual.

E.g.: You could start a conversation with the perpetrator or find ways to interrupt them to allow the targeted individual to move to away.



DOCUMENT

A "document" strategy can be used when you observe a potentially violent or aggressive incident, and it is safe to record it. Check in afterwards with the person who was harassed to see what they want to do with the recording, in case they want to take it to law enforcement/an authority figure. NEVER share it without their permission.

"It is never too late to give up your prejudices."

— Henry David Thoreau

5D INTERVENTION TOOLS



DELEGATE

A "delegate" strategy can be used when you feel intimidated, embarrassed, or don't feel safe to intervene alone. It is about encouraging group action and support for the targeted person. E.g.: "Hey, did you see that? We should do something to help"



DELAY

A "delayed" intervention strategy includes talking to the perpetrator after the incident and discussing the harm they have caused.

E.g. "Hey, what you did/said wasn't cool", or "That was harmful because..."

Adapted from Hollaback! 5D Strategies

Scenario 1

You are at the family dinner table over Thanksgiving. A news article is brought up about the recent investigation into an alleged racist game that has been played in various BC hospitals. You learn that during this game, doctors and nurses would guess the blood alcohol content of Indigenous patients when they were still in line. Your father mentions that it is probably exaggerated and that it is a shame that this is being dragged out into the news and spoiling the reputation of BC's hospitals. He mentions that Indigenous issues are always sensitive and blown out of proportion.

In your opinion, to what extent does this situation show an instance of racism /prejudice?

1

2

3

4

5

Not at all
(I don't think it
was an instance
of racism)

Yes, very much so
(I definitely think
it was an instance
of racism)

Think of one or more intervention strategies for each;

Direct

Delegate

Distract

Delay

Document



Scenario 2

You are in the waiting room of the hospital. The woman seated next to you is called up as the next appointment. The woman, a white lady in her mid-50s, mistakes the black female doctor, Dr. Tamry, for a service worker. The black doctor informs the patient that their appointment is with her. Upon being informed of this, the woman asks if there are any other doctors available to help her. She is informed by a nearby nurse who is listening that currently, Dr. Tamry is the only doctor available for drop-ins. The woman looks upset.

In your opinion, to what extent does this situation show an instance of racism/prejudice?

1

2

3

4

5

Not at all
(I don't think it
was an instance
of racism)

Yes, very much so
(I definitely think
it was an instance
of racism)

Think of one or more intervention strategies for each;

Direct

Delegate

Distract

Delay

Document



Scenario 3

You are in a store. You see a teenager, who you assume is mixed race, enter the store. The female sales associate greets him and offers her assistance. He thanks her, and responds that he is just looking around. You see the sales associate begin to follow him around the store and observe him closely as he shops. The teenager responds that he does not need any help, and thanks her again. The sales associate continues to follow him. There are other teenagers and adults who enter the store, but she only follows the mixed race teen.

In your opinion, to what extent does this situation show an instance of racism/prejudice?

1	2	3	4	5
Not at all (I don't think it was an instance of racism)				Yes, very much so (I definitely think it was an instance of racism)

Think of one or more intervention strategies for each;

Direct

Delegate

Distract

Delay

Document



Scenario 4

You are boarded a flight that leaves from YYJ airport. In the plane, you are seated behind an individual you assume to be Sikh. You hear the flight attendant make an announcement that the flight is overcrowded and that they will be offering compensation to passengers who give up their seats. You see the attendant approach the Sikh man and ask him to give up his seat. He looks uncomfortable and says no. The attendant then tells him "Sir, I'm going to have to ask you to give up your seat." You do not see other people of colour on the flight.

In your opinion, to what extent does this situation show an instance of racism/prejudice?

1

2

3

4

5

Not at all
(I don't think it
was an instance
of racism)

Yes, very much so
(I definitely think
it was an instance
of racism)

Think of one or more intervention strategies for each;

Direct

Delegate

Distract

Delay

Document

