



*The Calvert Peace Project
Presents:*

*Step In, Stand Up
Upstander Intervention
Training
with Chris Walonski*

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Event Arrangements



- Event will begin at 7:00 pm EST.
- Event is being recorded.
- If you do not want to disclose your name, voice, or image, please change your participant name, mute microphone, and keep video off.
- You may type questions or comments in the chat.
- Speaker view or Gallery view recommended.
- Introduce yourself in the chat if you wish. Share your name, location, and organization affiliation, if applicable.

Learning Objectives

The Step In Up Upstander Intervention Training will teach you to identify a potentially harmful situation and redirect it in a positive way.

In this training, you will learn:

- Interpersonal Relationships Skills
- Self-Awareness Skills
- Self-Management Skills
- Social Awareness Skills
- Responsible Decision-Making Skills



Gathering Agreements

- Any personal information shared in this group is confidential.
- We intend to balance sharing and listening, allowing everyone to participate, and we'll pass whenever we wish.
- We will allow others to speak without interruption.
- We will assume good intentions on everyone's part.
- We will listen attentively.



Calvert Peace Project

Increase understanding, collaboration, and community among youth and adults in Calvert County, Maryland by providing civic and social engagement activities with a focus on peace.

Key activities:

- Peaceful Leaders youth development program
- Virtual Learning Events for adults, including speakers, skills trainings, and film discussions
- Peaceful Readers book club
- Peaceful Dialogues on issues of current consequence
- Community service projects



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Calvert Peace Project



■ Broadview Church

- Mission to grow deeper and broader in our spiritual lives while partnering to meet needs in our community.
- Serving Calvert County since 2003.

■ Peace Through Action USA

Peace Through Action USA activates and equips Americans to implement practical peaceful solutions to aggression and violence in their communities and our country.



Meet Your Facilitator



Hi, I'm Chris Walonski and I serve as a Director of Programs & Partnerships with Peace Through Action USA and the Calvert Peace Project.

Why bystander intervention training is important to me:

- My personal experiences
- My vision for a more peaceful world
- My personal and professional goals for peacebuilding.

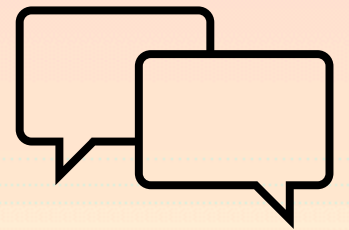


Think-Pair Share & Breakout Conversation

Think about a time when you were in a problematic situation where you could have intervened but didn't.

(For example, this could be a friend with an ongoing problem, a sudden incident you witnessed, or something else.)

- While that situation was happening, how did you feel?
- How do you feel now about your response?



Anonymous Upstander Check-In Poll

Please complete this poll to assess your skills, confidence, and familiarity with upstander intervention.

This poll will be completely anonymous.



Interpreting the Data

Whose responsibility
is it to intervene?

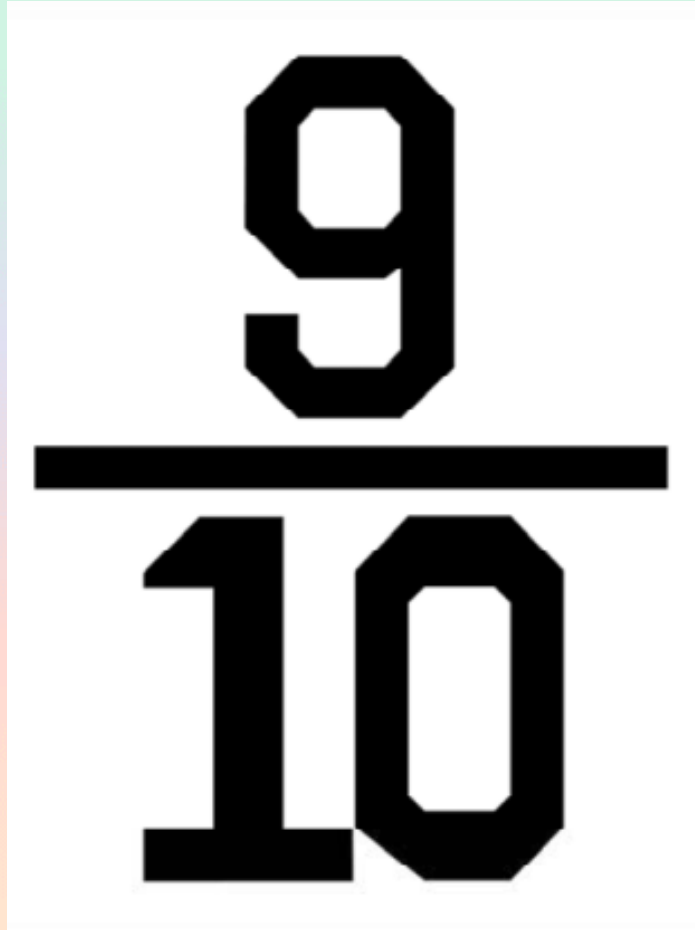


Group Discussion:

In doing this poll, what did you expect people's responses to say? Is there any discrepancy between other people's views & what you expected them to say?



Did you know?



9
—
10

Nearly 9 out of 10 university students believe intervention helps prevent problems.

In a study conducted by the University of Arizona, 88% of student participants said they believed a problem could be avoided if someone intervened.



Variables

- Situational – The number of people present on the scene is the strongest predictor of whether someone will help.
- Individual
- Victim
- Dovidio et.al



What is the Bystander Effect?

THE BYSTANDER EFFECT

**People are less likely to help
when they are in a group than
when they are alone.**

The Bystander Effect Video



THE BYSTANDER
EFFECT – YouTube

<https://www.youtube.com/watch?v=OSsPfbupoa>

c

Group Discussion:

- 1.) What are your reactions?
- 2.) What did you notice?
- 3.) Have you ever witnessed the bystander effect happen?



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Diffusion of Responsibility



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Conformity



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Ambiguity



Obedience to Authority



Willful Neglect



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Social & Cultural Identifiers



Ability: Mental and/or Physical

Ethnicity

Age

Internationalism



Gender

Sexual Orientation

Body Size/Shape

Socioeconomic Status

Race

Religious, Social, or Political Beliefs



Partner-Talk: Personal Barriers to Action



Do any of these barriers influence you more than others? Explain.

Are there any barriers that seem to influence you less than others? Explain.

Diffusion of Responsibility

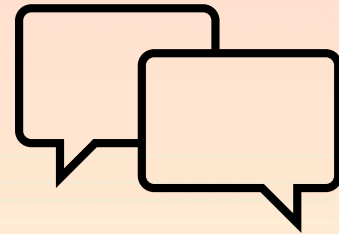
Conformity

Ambiguity

Obedience to Authority

Willful Neglect

Social and Cultural Identifiers



Safety First!



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The Step In/Up Model

Notice the Event

Interpret it as a problem

Assume personal responsibility

Know how to help

Implement the help – Step UP!

- Lelane and Darley



Snack Man Saves The Day!



Group Discussion:

- 1.) Did anything surprise you about this video?
- 2.) How did Snack Man help the situation?

Subway fight disarmed
with potato chips –
YouTube
<https://www.youtube.com/watch?v=zJeSJhb3Hc4>

The 5 Ds

The 5 Ds

- Direct
- Distract
- Delegate
- Delay
- Document

Source: Southern Poverty Law Center

What
Can I
Do?



Reviewing the 5Ds: Direct (1/5)

RIGHT TO BE _____

THE 5Ds OF BYSTANDER INTERVENTION

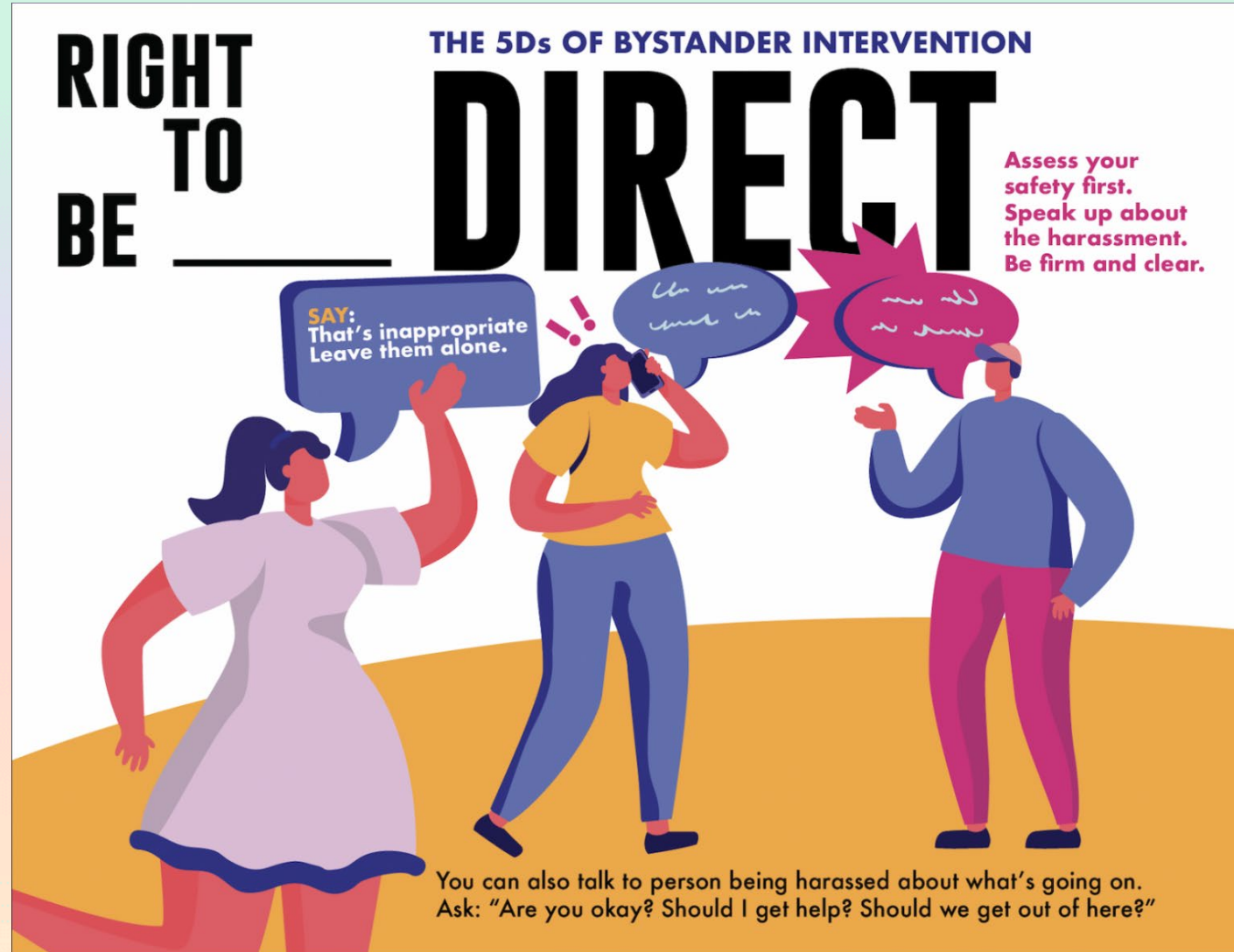
DIRECT

Assess your safety first. Speak up about the harassment. Be firm and clear.

SAY: That's inappropriate. Leave them alone.

! ! !

You can also talk to person being harassed about what's going on. Ask: "Are you okay? Should I get help? Should we get out of here?"



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Reviewing the 5Ds: Distract (2/5)

RIGHT TO BE _____

THE 5Ds OF BYSTANDER INTERVENTION

DISTRACT

TAKE AN INDIRECT APPROACH TO DE-ESCALATE THE SITUATION

SAY:
Excuse me, do you know where the bus stop is?

Start a conversation with the person being harrassed or find another way to draw attention away from them. Ask them for directions or the time, or drop something.



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Reviewing the 5Ds: Delegate (3/5)

RIGHT TO BE _____

THE 5Ds OF BYSTANDER INTERVENTION

DELEGATE

GET HELP FROM SOMEONE ELSE



SAY:
Excuse me! This person is being harassed. Can you help?

Find someone in a position of authority - like a bus driver, flight attendant, security guard, teacher, or store manager - and ask them for help. Check in with the person being harassed. You can ask them if they want you to call the police. Only call the police if they explicitly ask you to, as not everyone feels safer when police are involved.



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Reviewing the 5Ds: Delay (4/5)

RIGHT TO BE _____ TO DELAY

THE 5Ds OF BYSTANDER INTERVENTION

After the incident is over, check in with the person who was harassed

SAY:
Are you okay?

You can also say: "Can I sit with you? Can I accompany you somewhere? What do you need?"



Reviewing the 5Ds: Document (5/5)

RIGHT
TO
BE _____

THE 5Ds OF BYSTANDER INTERVENTION

DOCUMENT

It can be helpful for the person being harassed to have a video or other evidence of the incident. Laws about recording in public vary, so check local laws first.



TIPS FOR DOCUMENTING PUBLIC HARASSMENT

- Keep a safe distance
- Film street signs or other landmarks that help identify the location
- Say the day and time.

ALWAYS ask the person who was harassed what they want to do with the footage. **NEVER** post it online or use it without their permission.

Keep your attention on the person being harassed - **make sure anything you do is focused on supporting them.**

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Five D's Scenario Activity

1.) For each scenario, determine which 5D strategy that you think would be the most skillful approach to intervene.

Consider: What might be the advantages and some potential challenges to using this strategy?

Direct – Distract – Delegate – Delay – Document



Five D's Scenario Activity: Scenario #1

Discuss the scenario and questions as a group.

Direct – Distract – Delegate – Delay – Document

Scenario

You are returning home to your room and next door you can hear a couple loudly arguing. The language grows increasingly abusive. What do you do?

- **What issues are ambiguous in this scenario?**
- **Using the 5 Ds, what are some ways you could help?**



Five D's Scenario Activity: Scenario #2

Discuss the scenario and questions with the group.

Direct – Distract – Delegate – Delay – Document

Scenario

A student organization is hosting a party. Some freshmen have confided in you that they want to get more involved with the group, but don't drink & aren't huge "partiers." They decide to go to the party anyway.

You're at the party with the freshmen when a group leader suggests a drinking game and others start to set it up. The freshmen decline but others start pressuring them. You can see they're uncomfortable. They look at you.

Using the 5 Ds, what are some ways you could help?



Five D's Scenario Activity: Scenario #3

Direct – Distract – Delegate – Delay – Document

Scenario #3:

A young girl is being dragged by the arm by a man at the park and she is screaming, “You’re not my Dad!”

Using the 5Ds, what would you do to intervene?



Five D's Scenario Activity: Scenario #4

Direct – Distract – Delegate – Delay – Document

Scenario #4:

Your group of friends is making “jokes” about each other that are actually very hurtful. As each joke is being told, they become increasingly more damaging until two of your friends begin to argue.

Using the 5Ds, what would you do to intervene?



Five D's Scenario Activity: Scenario #5

Direct – Distract – Delegate – Delay – Document

Scenario #5:

You are at the library when you see a woman yelling at the librarian about her late charges. You're next in line, but see the librarian begin to cry.

Using the 5Ds, what would you do to intervene?

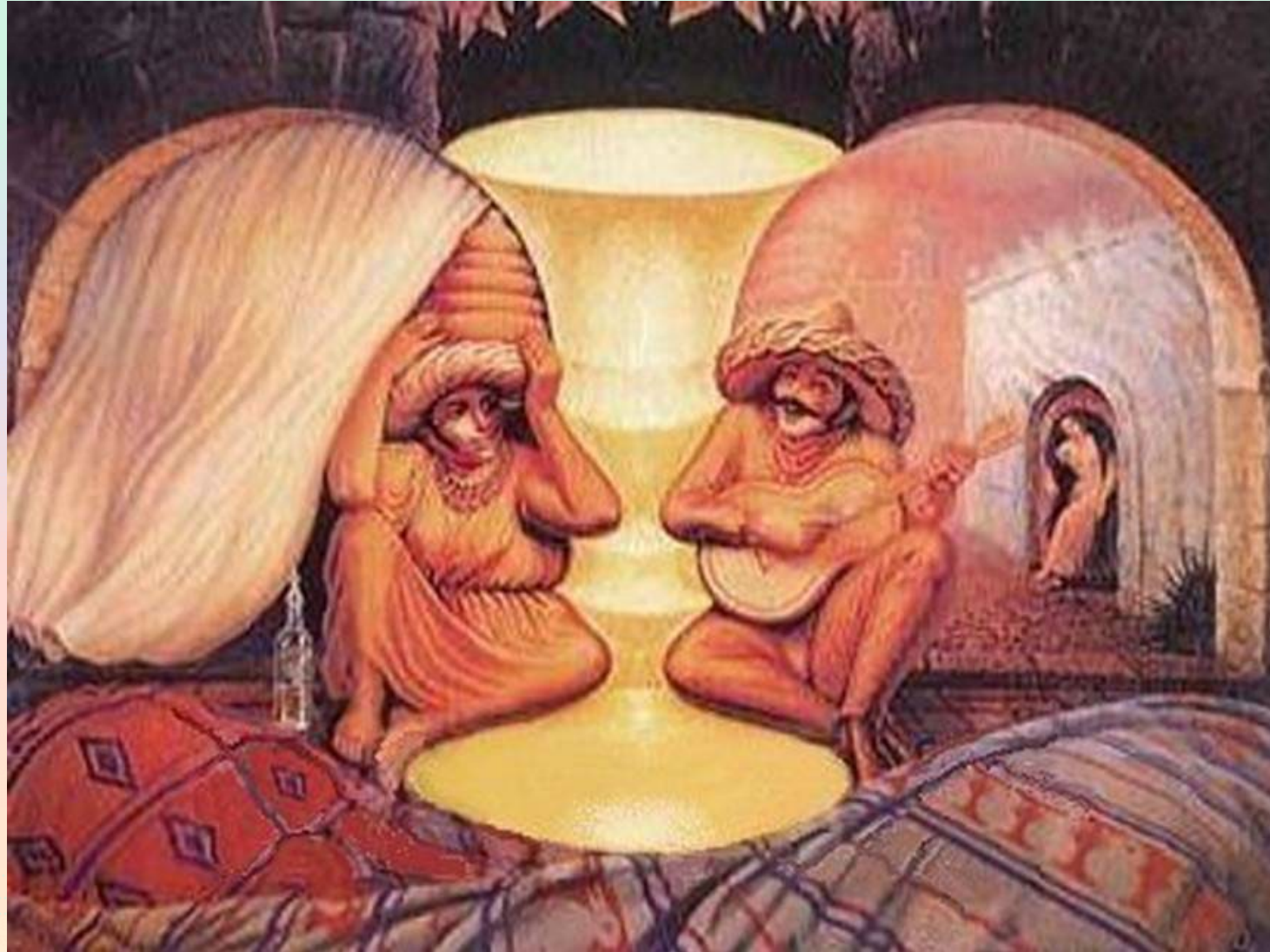


Perspective Taking



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What do you see?



The S.E.E.K. Model

The S.E.E.K. Model

Safe

Early

Effective

Kind



Considering Safety

1.) **Group Discussion:** What could you do in a situation where it feels unsafe to be an ally?



Every action causes a ripple effect.



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The Exit Survey



Please complete this questionnaire to help guide our future programming.



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The Peaceful Leaders Summer Experience



youth
can change the world

Peaceful Leaders Youth Program
Summer 2023



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The Peaceful Leaders Club



Calvert Peace Project's
**PEACEFUL
LEADERS
CLUB**
2023



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Project Contact Information

Website

PeaceThroughAction.org/calvert

Social Media

FB, IG: [@calvertpeaceproject](https://www.facebook.com/calvertpeaceproject)

TW: [@calvertpeace](https://twitter.com/calvertpeace)

[#CalvertPeaceProject](https://www.facebook.com/CalvertPeaceProject) [#PeaceBeginsInCalvert](https://www.facebook.com/PeaceBeginsInCalvert)

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