



In Her Shoes

Bystander Intervention Workshop

Workshop Preparation

Create supportive environments for people with protected characteristics to speak about prejudice

Don't replicate oppressive or discriminating structures that exacerbate prejudice

- Learn about systems of oppression and how they silence people with protected characteristics
- Find out about the action people with protected characteristics and communities of identity have historically taken and methods they use to challenge and change those systems (Disability Movement, LGBT Communities, Feminism and Women's Rights, Black Civil Rights)
- Be open to learning about experiences outside of your own

Workshop Aim

The aim of this workshop is to support participant learning on women's experiences of targeted hostility, prejudice and hate crime.

GWL's 'No-one Who Harms Me Will Go Unpunished. I Am Woman' artwork provides a learning resource to engage participants in conversations on their awareness of intersectional hate crime experiences of diverse groups of women, safe methods of bystander intervention and third party reporting of hate crime and behaviours.

We approach prejudice reduction with positivity, inclusion and empowerment reinforcing the message that people can make a difference and be 'part of the solution'. We aim to set the tone as non-blaming and non-judgmental. Rather, the message is that everyone can be engaged positively in preventing victimisation.



In Her Shoes

Bystander Intervention Workshop

Workshop Introduction & Ground-rules

- Welcome participants and introduce self and volunteer
- Explain project background and why we are inviting participants to join us to talk about this issue
- Explain that some people may wish to share sensitive and upsetting personal experiences during this session, that this may be the first time people have spoken about incidents that are difficult and emotional. Ask that we all agree to listen to each other with respect and patience.
- If any one becomes upset they are welcome to leave the room and return when they are ready. If they would like to speak with a worker privately at any time they can request this.

Activity 1: PRE Workshop BASELINE

1-10 Scale

Measuring the difference in attitudes, perceptions and levels of awareness of participants at the start and end of a session.

1. Do you know what hate crime is?
2. Do you know how hate crime specifically affects women?
3. Do you understand the negative impact of hate crime on women?

Measuring the difference of participants' awareness of safe methods of bystander intervention and third party reporting of hate crime and behaviours at the start and end of a session.

4. Do you know what bystander intervention is?
5. Do you know what safe methods of bystander intervention are?
6. Do you know what 3rd Party Reporting is?

Activity 2: Hate Crime Definitions - Discussion

"an offence that is motivated by malice or ill will toward a social group" Scottish Government Working Group on Hate Crime

"Any incident, which constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate" UK Home Office

For the purpose of investigation "an incident is aggravated by prejudice if it is *perceived to be aggravated by prejudice by the victim or any other person*" Lord Advocate's Guidelines on Offences Aggravated by Prejudice



Activity 3: Anonymous Baseline Activity

This Anonymous Baseline Activity to analyses social norms and the barriers to bystander intervention (For full background see *Bystander Intervention Anonymous Questionnaire & Rationale*)

Ask participants to mark the following statement true or false:

1. I would intervene if I saw someone being targeted in a hate crime incident.
True/False
2. Most people would intervene if they saw someone being targeted in a hate crime incident. **True/False**
3. I would respect someone who intervened in a hate crime incident. **True/False**
4. Most people would respect someone who intervened in a hate crime incident. **True/False**

Count the responses and share the outcome.

Activity 3: WATCH PERFORMANCE

Action On Sectarianism Short Film of GWL's 'No-one Who Harms Me Will Go Unpunished.I Am Woman'

https://www.youtube.com/watch?v=PRHhChH_Mlg

GWL's 'No-one Who Harms Me Will Go Unpunished.I Am Woman'

<https://vimeo.com/207862860>

Discussion

- What is your reaction to the performance artwork?
- What was it about?
- What did the umbrellas say? Did you get that they were placards?
- What did the audio piece say?
- What themes did it explore?
- What message does this artwork convey to you?
- What atmosphere was created?
- Did it affect your mood? How? Why?
- Why did GWL create this piece if work?
- Do you think it was successful?
- Did it inspire you?
- Does it change the way you think about women? Prejudice? Hate crime?

Activity 4: Bystander Intervention

Share Results of Social Norms Questionnaire

1. I would intervene if I saw someone being targeted in a hate crime incident
TRUE/FALSE
ACTUAL NORM
2. Most people would intervene if they saw someone being targeted in a hate crime incident TRUE/FALSE
PERCEIVED NORM
3. I would respect someone who intervened in a hate crime incident
TRUE/FALSE
ACTUAL NORM
4. Most people would respect someone who intervened in a hate crime incident
TRUE/FALSE
PERCEIVED NORM

Discussion of results

- How many people said TRUE/FALSE to each question?
- With these results what are the **actual norms** for this group?
- What are the **perceived norms** for this group?
- Do these results surprise you? Why?
- Have you ever witnessed discrimination from one person to another? How did you feel then?
- Think of different situations in which you were a bystander to a situation where a woman was being victimised.
- Did you intervene in any of these?
- What did you do? Was it successful?
- What did other people do?
- In situations where you didn't intervene, why not?



In Her Shoes

Bystander Intervention Workshop

Activity 5: Safe Methods of Bystander Intervention (and 3rd Party Reporting):

Discussion on the pros and cons of advice from police and bystander intervention resources

How do participants feel about the following advice?

Safe Methods of Bystander Intervention (and 3rd Party Reporting)

- Call 999 or 112
- Let the police know what you've seen.
- Stay alert and safe.
- Don't physically intervene – you could get hurt yourself.
- If it is safe to do so, take a photograph or video on your mobile phone. Remember, however, that the police are likely to need your phone as evidence.
- Record details of times, number plates, descriptions and so on. If you don't have a pen with you, leave a voicemail message on your mobile phone or write a draft text message. As soon as you can find a pen and paper, write down the information in as much detail as possible.
- If you want to stay anonymous, call Crimestoppers on 0800 555111.
- Interrupt
- Express upset feelings
- Call it "discrimination"
- Disagree
- Question validity
- Point out how it offends and hurts people
- Put the offender on the spot
- Help the offender to self-reflect
- Support the victim
- Ask others for involvement and help
- Approach other witnesses at the scene



In Her Shoes

Empowerment Workshop

Activity 6: POST Workshop BASELINE

1-10 Scale

Measuring the difference in attitudes, perceptions, behaviour and levels of awareness of participants at the start and end of a session.

1. Do you know what hate crime is?
2. Do you know how hate crime specifically affects women?
3. Do you understand the negative impact of hate crime on women?

Mesuring the difference of participants' awareness of safe methods of bystander intervention and third party reporting of hate crime and behaviours at the start and end of a session.

4. Do you know what bystander intervention is?
5. Do you know what safe methods of bystander intervention are?
6. Do you know what 3rd Party Reporting is?

Activity 7: Evaluation Form