



# Bystander Intervention Training

**Duration:** 2-hour workshop

**Delivery methods:** Group exploration and discussion led by facilitator. Group exercises. Presentation, questions and answer, practical exercises, case studies, problem solving.

## **Overview:**

As colleagues working together in the City, engaging the healthy majority in reinforcing workplace values is an effective way to prevent discrimination, harassment, micro-aggressions and other forms of undesirable workplace behavior. Our Bystander Intervention model centers around the idea that every one of us has a critical role to play and shares responsibility to create a positive workspace. The main goal of this course is to give you strategies and tools that you can use as an active bystander when you witness problematic behavior in the workplace.

## **Enabling objectives:**

The goal of this course is to increase the confidence of individuals to intervene as active bystanders. By the end of this training course participants will:

- ✓ Develop an awareness of early warning signs
- ✓ Understand barriers to intervention
- ✓ Learn about different strategies to intervene
- ✓ Practice using intervention strategies in real-life scenarios

## **Who is this course for?**

This course is for employees who wish to adopt and foster a rich, diverse and inclusive workplace. Supervisors are encouraged to participate in this training as well in order to fully understand their role as active bystanders.



## **Outline of Topics & Activities**

### **Are you Prepared to Intervene? Exercise**

#### **What to Do**

- Awareness
  - Early warning signs
- Attitude
  - Barriers to Intervention
- Action
  - How to Intervene

#### **Activity – What Would You Do?**

##### **Barriers to Intervene**

- Bystander Effect
- Social Inhibition
- Fear of Retaliation/Fear of Embarrassment
- Misperceiving the Norm
  - Pluralistic Ignorance
  - False Consensus

##### **How to Do We – Bystander Intervention and the 4 Ds**

- Delay
- Distract
- Delegate
- Direct
- The “5<sup>th</sup>” D

#### **Activity – Case Scenarios**

#### **Reflection and Closing**

#### **Next Steps and Call to Action**