



BYSTANDER INTERVENTION & SUPPORT TRAINING



CAIR-SFBA

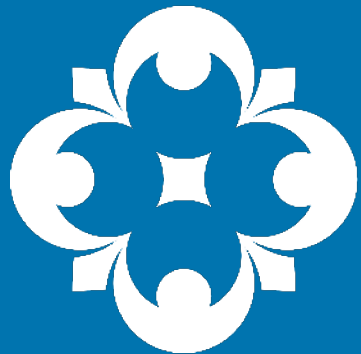
The logo consists of a large black circle centered on a blue background. Inside the black circle is a ring of small yellow dots. The text "Montgomery County Civil Rights Coalition" is written in white, bold, sans-serif font in the center of the black circle.

Montgomery County Civil Rights Coalition

<https://mocoivilrights.wordpress.com/2017/03/07/by-stander-intervention-training-materials-here/>

WHO ARE WE?

Council on American-Islamic Relations
San Francisco Bay Area



CAIR
CALIFORNIA

Our mission

To enhance understanding of Islam, protect civil rights, promote justice, and empower American Muslims.

What we do

- Civic Engagement
- Legal Services
- Media
- Outreach & Education
- Youth Empowerment

WHY THIS TRAINING?



The number of Anti-Muslim groups rose for a third straight year. After tripling in 2015-2016, these groups grew another 13 percent in 2017, from 101 chapters to 114

Hate Incidents & Hate Crimes

Hate Crimes	19	22.6%
Hate Incidents	65	77.4%
Total	84	

**From CAIR-CA 2020 Annual Legal Report*

10191



“How many people have **experienced, witnessed or heard** about an incident occurring in their community some time over the last several months?”

OUTLINE

GOALS OF THE DAY: to have a plan about what to do when we witness something like this happening, to practice putting that plan into action, and to think through what it might be like to implement that plan in a variety of real life situations.

What are our values?

We will cover the values that underlie our training because one training can't cover every single possible scenario but if you are guided by these principles, you should be able to respond.

What are the steps?

We will cover the practical steps that you can use in one of these situations. We will cover how to secondarily intervene such as collecting evidence.

What does this look like in real life situations?

Some members of the group will model our approach. Then we will do an activity called the Hassle line. Finally, we will break into groups and practice intervening.

VALUES



**THE VALUES THAT UNDERLIE
OUR TRAINING:**

SAFETY, SUPPORT, SOLIDARITY

SAFETY

- De-escalation is the safest way of responding.
- Be aware of how your intervention affects the safety of the various persons involved in a situation.
- Practicing how to respond helps us to get past our hesitations so we can step up when necessary.





SUPPORT

- We are there to support what the targeted person wants.
- We ask the targeted person if they want our help, we ask how we can best help them, and we ask before we touch them.
- We want to shift the attention in the situation to the targeted person by interacting as much as we can only with the targeted person and ignoring the attacker.

SOLIDARITY

- Nonviolence is the most courageous way to respond.
- We are there with the targeted person in solidarity not as a savior.
- We are not calling the targeted person “the victim” because we want them to retain agency in the situation.



What to do

if you are witnessing Islamophobic harassment

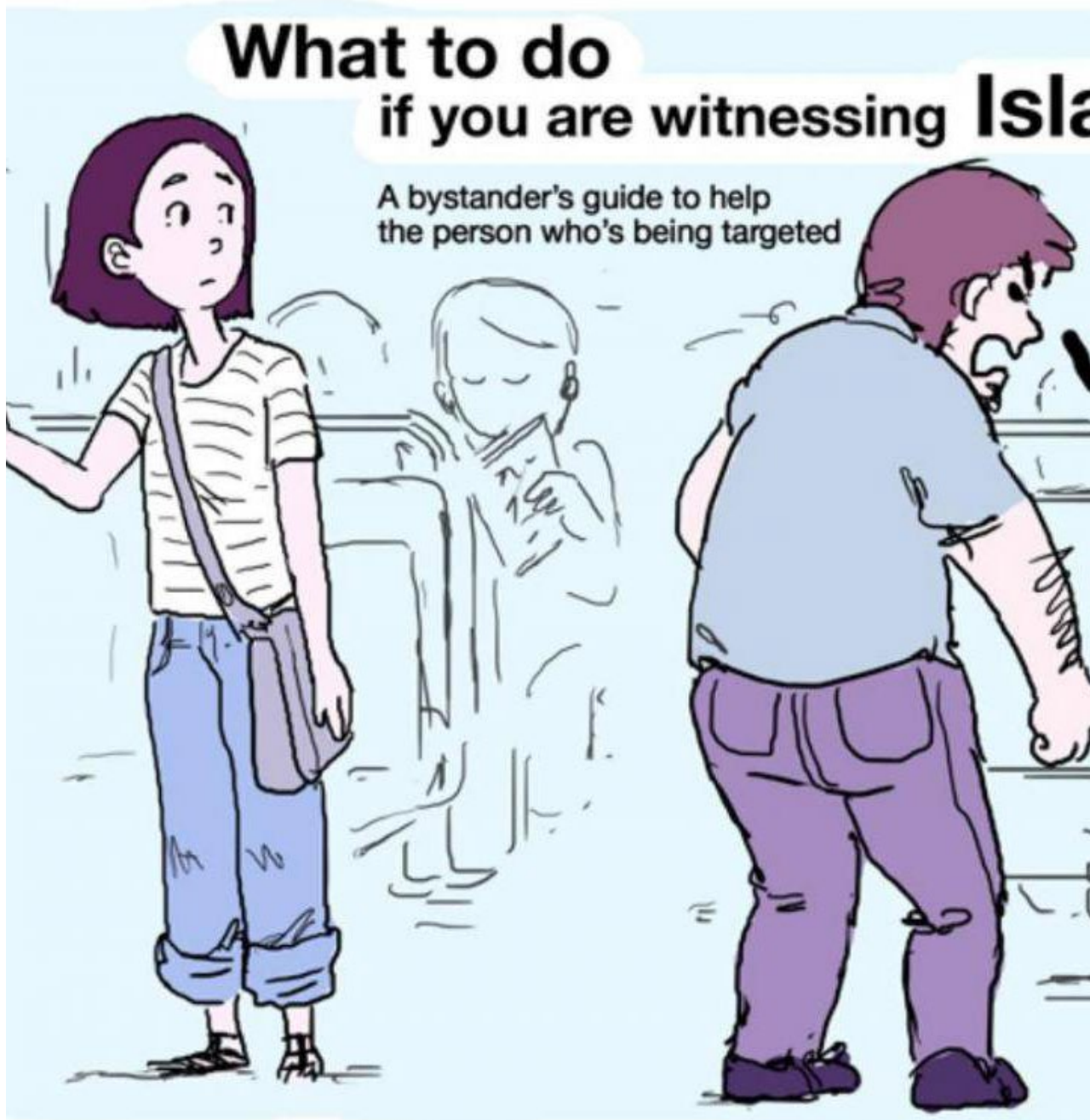
A bystander's guide to help the person who's being targeted



1

Assess the Situation

- Be ready to intervene
- Be aware of what's happening



2

Get Others Involved

- **Beat the bystander effect**
- **Give them directions for how to intervene**



Engage conversation.

Go to them, sit beside them and say hello.
Try to appear calm, collected and welcome.
IGNORE THE ATTACKER.



3

Intervene Calmly

- Introduce yourself and quietly explain you saw what was happening and you'd like to support them.
- Ask for permission before doing anything. If the person says they are fine and don't want support, move back, but monitor the situation.

4

Ignore the Attacker

- Even if they escalate verbally
- But be aware of their placement and exit routes

Pick a random subject and start discussing it.

It can be anything: a movie you liked, the weather, saying you like something they wear and asking where they got it...



Keep building the safe space.

Keep eye contact with them and don't acknowledge the attacker's presence : the absence of response from you two will push them to leave the area shortly.



5

Continue to Support the Targeted Person

- After the attacker leaves continue speaking with the targeted person
- Make sure they get to their destination safely

STEPS TO SUPPORT THE TARGETED PERSON

go ahead and follow the basic 5 steps

1

Assess the Situation

- Be ready to intervene
- Be aware of what's happening

2

Get Others Involved

- Beat the bystander effect
- Give them directions

3

Intervene Calmly

- Introduce yourself and quietly explain you saw what was happening and you'd like to support them.

4

Ignore the Attacker

- Even if they escalate verbally
- But be aware of their placement and exit routes

5

Continue to Support the Targeted Person

- After the attacker leaves stay with targeted person
- Help them make it to their destination.

HOW TO GET VIDEO QUICKLY

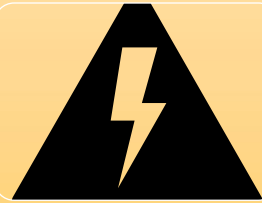
- iPhones- swipe left to access camera
- Androids – swipe up to access camera
- Always try to record horizontal
- Stabilize to capture scene
- Keep monitoring situation- put camera away or record audio only if it begins to feel dangerous
- Police misconduct (always legal to record)



SHOULD YOU CALL THE POLICE?

NOT
IMMEDIATELY!

**WE ARE THERE TO SUPPORT
WHAT THE TARGETED PERSON
WANTS**



UNLESS THE SITUATION HAS BECOME
VIOLENT



RECOGNIZE THAT MANY PEOPLE SEE
POLICE AS A RISK OF ESCALATION



CALLING RIGHT AWAY LEADS TO A RISK
OF ESCALATION



THERE IS OFTEN A STRONG ELEMENT OF
PRIVILEGE IN FEELING FREE TO CALL THE
POLICE

MOBILE JUSTICE



INJUSTICE SENT TO THE ACLU.

*DOWNLOAD
FREE ON*



App Store



Google play

EXAMPLE SCENARIO

What to do

if you are witnessing Islamophobic harassment

A bystander's guide to help the person who's being targeted





HASSLE LINE

- Attacker role: imagine you are someone who supports the outcome of the election, and are yelling at someone who did not support the outcome.
- Bystander role: imagine these words are wind blowing past you. You are not going to engage with what that person is saying.

FORM TWO PARALLEL LINES, WHERE YOU ARE PAIRED OFF OPPOSITE ANOTHER PERSON.

*note: you should be paired off in twos. There is not a third, "targeted person" in this exercise. You are practicing the more general skill of not responding to hate speech.



HASSLE LINE GROUND RULES

- Do NOT use offensive terms in roleplaying.
- Do NOT touch anyone
- If for whatever reason the situation is hard for you to roleplay, please feel free to take a break or speak with us.

PRACTICE GROUND RULES



- Do NOT use offensive terms in roleplaying.
- Do NOT touch anyone - whether as an attacker, targeted person or bystander.
- If for whatever reason the situation is hard for you to roleplay, please feel free to take a break or speak with us.
- We want everyone to leave uplifted, not deflated or hurt.
- Do not typecast roles in your scenarios. This means you don't need to match the identity of the person we are playing. Just because you're a white male doesn't mean you need to play the role of the attacker.
- And because we are playing people who don't match our identities, please remember not to take on affectations or costumes to match the identity of the person you are playing. If you don't wear hijab you don't need to wear hijab to play a person wearing hijab, and if you don't speak Spanish you don't need to make up an accent if you are playing a person who speaks Spanish. We don't want to make costumes out of people's identities.

SCENARIO 1

MAN HARASSING ASIAN WOMAN ON PUBLIC TRANSPORTATION

Roles:

- **Attacker (man harassing Asian woman)**
- **Targeted Person (Asian woman being harassed)**
- **Bystander (another person on public transportation who notices what is happening)**
- **Everyone else in your group can play other bystanders, be creative in involving others in your intervention!**

Tips:

- Approach the target (ask if you can join them) and ignore the attacker
- Recruit other people -- ask if the target would like to move somewhere else with you

SCENARIO 2

MAN HARASSING AN BLACK PERSON ON THE SIDEWALK FROM A CAR

Roles:

- **Attacker (man harassing a Black person from a car)**
- **Targeted Person (Black person on sidewalk being harassed)**
- **Bystander (another person on the sidewalk who notices what is happening)**
- **Everyone else in your group can play other bystanders, be creative in involving others in your intervention!**

Tips:

- Practice approaching the target and offering to walk with them -- if you're in a group, ask if you can create a human barrier between the attacker and the targeted person
- Turn around and walk in the other direction from the car. Take a photo of the license plate and make/model of the car to help if there is a report made.

SCENARIO 3

PERSON HARASSING A LATINX PERSON SPEAKING SPANISH WITH A STORE CLERK

Roles:

- **Attacker (person harassing the Latinx person speaking Spanish)**
- **Targeted Person (Latinx person speaking Spanish with a store clerk)**
- **Store Clerk (worker at the store who is speaking with the Latinx person being targeted)**
- **Bystander (another person in line at the store who notices what is happening)**
- **Everyone else in your group can play other bystanders, the store manager, etc., be creative in involving others in your intervention!**

Tips:

- Approach the target (especially if you speak Spanish) and ignore the attacker (and anyone else who piles on). Don't worry about losing your place in line!
- Find the manager and ask that the attacker be made to leave.

SCENARIO 4

TRANSGENDER WOMAN STOPPED WHILE HEADING INTO A BATHROOM AT A RESTAURANT

Roles:

- **Attacker (person harassing the transgender woman going towards the bathroom)**
- **Targeted Person (transgender woman going to use the bathroom at a restaurant)**
- **Bystander (another person at the restaurant who notices what is happening)**
- **Everyone else in your group can play other bystanders, restaurant staff, etc., be creative in involving others in your intervention!**

Tips:

- Approach the target, offer to go with her into the bathroom, ignore attacker.
- Approach target, offer to stand outside bathroom while she's in there, continue to ignore attacker.



THANKS FOR JOINING US!

PLEASE CHECK OUT THE CAIR TABLE

- Information about your rights, school bullying, etc.
 - Sign up to receive emails from CAIR.
 - Ask us questions!
 - Please donate!

GROUP PHOTO

ca.cair.com/sfba

BYSTANDER INTERVENTION TRAINING

THANK YOU