Bystander Intervention

to Stop Police-Sponsored Violence and Anti-Black Racist Harassment

As we wait for others to join us: please share your name, pronouns, and what inspired you to come today in the chat box.



OUR MISSION TODAY

To leave this training ready to safely intervene when we see police sponsored violence or anti-black racist harassment happening in public spaces.

PRESENTER



Vanessa Miller

Senior Trainer at Hollaback!

Vanessa@ihollaback.org



ABOUT Hollaback!

Hollaback! is a global,

people-powered movement to

end harassment — in all its forms.

ihollaback.org



AGENDA

Reflect

What police-sponsored violence and anti-Black racist harassment look like

Learn

How to safely intervene to stop police-sponsored violence and anti-Black racist harassment

Practice

The 5D's of Bystander Intervention

PLEASE NOTE

- We'll be talking about civil and human rights violations today including racism and police brutality. Please practice self care.
- This training is centered on Black Lives. This is about how you can be an ally in keeping Black Lives safe.
- We'll be doing polling throughout the training. The polls are anonymous and your identity won't be shared.
- The chat box for any comments.
- Use the Q&A box for questions.



EXPERIENCING PUBLIC SPACES: YOUR IDENTITIES MATTER



3.73

In the United States a black person is 3.73 times more likely to be arrested for marijuana possession than a white person is, despite approximately equal rates of use.

American Civil Liberties Union Criminal Law Reform

https://www.aclu.org/issues/criminal-law-reform

Black people

were 28% of those killed by police in 2020 despite being only 13% of the population.

Mapping Police Violence.org https://mappingpoliceviolence.org/

7 in 10

Seven in ten blacks said they were treated less fairly than whites in their dealings with police.

American Civil Liberties Union https://www.aclu.org/issues/racial-justice

BIAS IS PREJUDICE IN FAVOR OF OR AGAINST ONE THING, PERSON, OR GROUP COMPARED WITH ANOTHER, USUALLY IN A WAY CONSIDERED TO BE UNFAIR.

Explicit Bias	Implicit Bias
Expressed Directly	Expressed Indirectly
Aware of Bias	Unaware of Bias
Operates Consciously	Operates Subconsciously
Example: "I don't like [people from a specific identity]"	Example: "assuming someone of a certain identity lives or grew up in a certain neighborhood"

EXAMPLES OF BIAS

- Assuming that Black and Brown communities are "dirty" and don't follow rules therefore are more likely to get COVID-19
- **Assuming** that all Black people are up to no good if they are running, or walking, or shopping, or living
- **Assuming** if a Black person was stopped by the police they did something wrong.
- Assuming all "loud" people of color are at risk of escalating into violence
- Assuming Black/Brown folks wearing masks are "scary" and predatory
- Assuming people who live in certain neighborhoods will cause more trouble.

WHO IS AT RISK?

The Black community is at risk and it

...is not
dependant on
nationality or
ethnic origin

And is based on the color of your skin



THE SPECTRUM OF RACISM TOWARDS BLACK COMMUNITIES

- Assuming all black people look alike
- Staring
- Distancing oneself away from Black folks
- Stereotyping-Assuming Black folks are criminals, loud, dirty, or "ghetto"
- Clutching your purse around Black people
- Microaggressions
- Assuming Black Americans speak for the whole community

- Shaming/humiliation, often in the form of "jokes"
- Not supporting Black initiatives & Black owned businesses
- Appropriating black culture, but not respecting black people
- Avoiding making or having black friends
- Normalization of brutalizing black bodies

- Blackface
- Verbal harassment including slurs, the n-word
- Bullying
- Online harassment including doxxing, rape and death threats
- Racist graffiti or memes
- Spitting
- Sexual or physical assault
- Police Brutality, Racial profiling
- Murder
- Calling 911 or the police to threaten Black people



PERSONAL



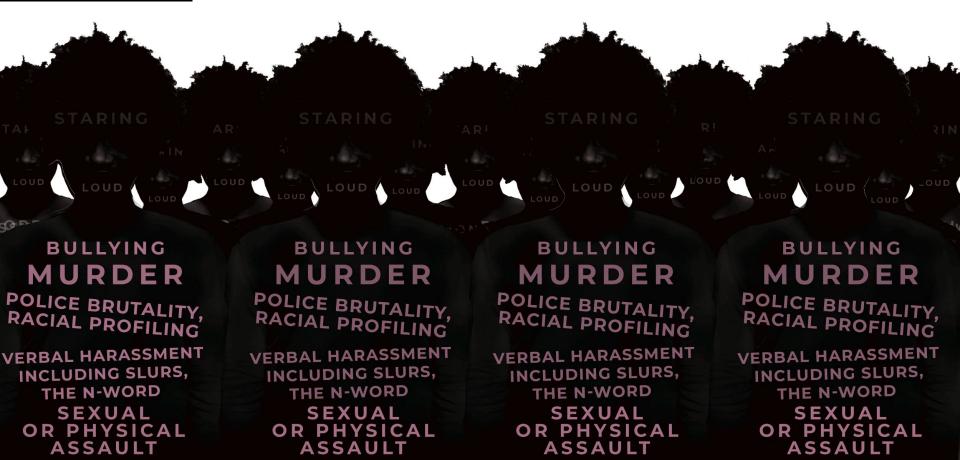
INTERPERSONAL







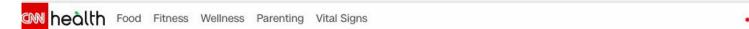
PUBLIC POLICY



Study: Higher COVID-19 Mortality Among Black Patients Linked to Unequal Hospital Quality

If Black patients were admitted to the same hospitals that serve a majority of White patients, Penn Medicine researchers showed their risk of death would drop by 10 percent

June 17, 2021



Black communities account for disproportionate number of Covid-19 deaths in the US, study finds

By Shelby Lin Erdman

Birdwatching in Central Park

Christian Cooper



Wellness Check

Kayla Moore



Putting groceries in his car

Phillip Evans



Kurt Reinhold



Roxanna Moore



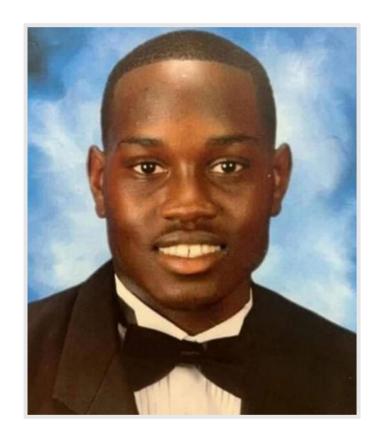
Manual Ellis



Tanisha Anderson

Out for a jog

Ahmaud Arbery





George Floyd



Breonna Taylor

Black men arrested at Philadelphia Starbucks say they feared for their lives

Hobby Lobby employees called cops on black customer who apparently looked like a crime suspect New York on edge as police kill unarmed man in hail of 50 bullets on his wedding day

Brian Spurlock was trying to return merchandise when police arrived.

A black Yale graduate student took a nap in her dorm's common room. So a white student called police

Golf course manager insults black female golfers in 911 call

Pennsylvania golf course manager called 911 on group of black women players.

'BBQ Becky,' White Woman Who Called Cops on Black BBQ, 911 Audio Released: 'I'm Really Scared! Come Quick!'

Nordstrom Rack wrongly accuses 3 black men of theft, apologizes

NU US World Politics Business Opinion Health Entertainment Style Travel Sports Videos

What happened the night Trayvon Martin died

By Greg Botelho, CNN

#SAYTHEIRNAME

FRIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - F7FLL FORD - DANTE PARKER - MICHELLE CLISSFALIX -LAQUAN MCDONALD- TANISHA ANDERSON -AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID - GEORGE MANN - MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL - MYA HALL-PHILLIP WHITE - FRIC HARRIS - WALTER SCOTT -WILLIAM CHAPMAN II - ALEXIA CHRISTIAN -BRENDON GLENN -VICTOR MANUEL LAROSA- JONATHAN SANDERS - FREDDIE BLUE - JOSEPH MANN- SALVADO ELLSWOOD -SANDRA BLAND -ALBERT JOSEPH DAVIS- DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE- MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR- TROY ROBINSON -ASSHAMS PHAROAH MANLEY -FELIX KUMI- KEITH HARRISON MCLEOD-JUNIOR PROSPER - LAMONTEZ JONES- PATERSON BROWN -DOMINIC HUTCHI NSON -ANTHONY ASHFORD -ALONZO SMITH -TYREE CRAWFORD-INDIA KAGER-LAVANTE BIGGS- MICHAEL LEE MARSHALL -JAMAR CLARK -RICHARD PERKINS- NATHANIEL HARRIS PICKETT- BENNI LEE TIGNOR- MIGUEL ESPINAL- MICHAEL NOEL - KEVIN MATTHEWS -BETTIE JONES- QUINTONIO LEGRIER -KEITH CHILDRESS JR.-JANET WILSON- RANDY NELSON - ANTRONIE SCOTT -WENDELL CELESTINE- DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS- CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES- TORREY ROBINSON - DARIUS ROBINSON - KEVIN HICKS- MARY TRUXILLO - DEMARCUS SEMER -WILLIE TILLMAN- TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING- PHILANDO CASTILE - TERENCE CRUTCHER -PAUL O'NEAL- ALTERIA WOODS-JORDAN EDWARDS-AARON BAILEY-RONELL FOSTER -STEPHON CLARK -ANTWON ROSE II -BOTHAM JEAN- PAMELA TURNER -DOMINIQUE CLAYTON -ATATIANA JEFFERSON- CHRISTOPHER WHITFIELD -CHRISTOPHER MCCORVEY- ERIC REASON -MICHAEL LORENZO DEAN -BREONNA TAYLOR- GEORGE FLOYD



IMPACTS:

Psychological & Mental Health

Social & Financial

Community

Policy

Anxiety, trauma, depression, PTSD suicidal ideation, suicide Social exclusion, reduced mobility, lost tips and/or wages, loss of jobs, loss of opportunities, loss of housing

Even if the harassment doesn't happen to you personally, knowing it happens can make you feel on edge and unsafe. Loss of life

Stop and frisk, social distancing enforcement, "War on Drugs," Mass incarceration, Rockefeller Drug Laws

BYSTANDER INTERVENTION

A PROVEN METHODOLOGY

ISTRACT ***

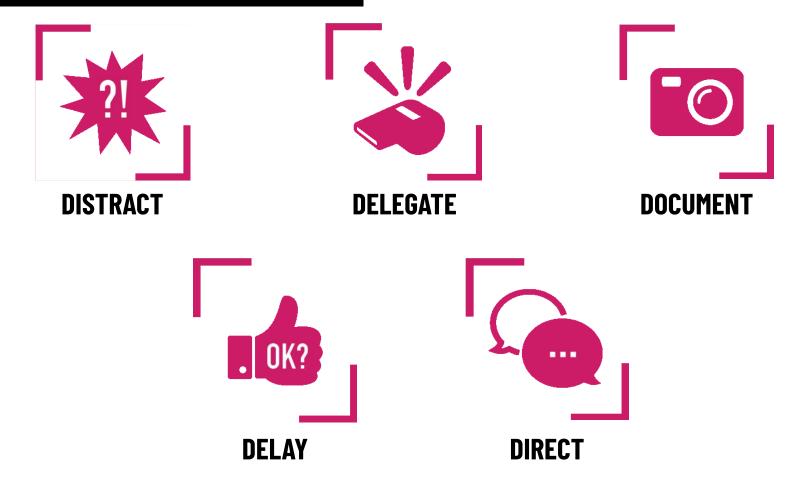
ELEGATE 🐇

OCUMENT CO.





5D's OF BYSTANDER INTERVENTION



COMMON REASONS PEOPLE DON'T ACT

REASONS PEOPLE DON'T ACT

'The police are doing their jobs'

I don't want to obstruct justice.

'I don't know what to do'

The 5D's give you the tools you need to step up safely and de-escalate the situation.

'I'm afraid I'll make things worse'

If you're afraid to intervene directly, try an indirect form of intervention, like asking for directions or dropping your drink.

S

'Nobody else is doing anything'

This kind of thinking is called the 'bystander effect' and it allows a whole crowd to wait for someone else to act. Try asking "what's going on here" or saying "whoa, whoa, whoa"

'I'm white and don't want to look like a "white savior"

Your goal is take care of the person being harassed and prioritize their needs, not to "save the day." If you're able, check in with them and ask them what you can do to help.

'I don't have enough context'

Your white privilege could be keeping you from seeing something wrong. Consider asking a clarifying question like "what did you mean by that?" or just saying what you notice like, "she looks uncomfortable."

'I'm scared it will turn on me because of how I identify"

Try an indirect form of intervention, like creating a distraction, documenting the harassment, asking someone else for help, or checking in with the person afterwards.

'The risks of intervening with the police are too high. I can be arrested or get jail time for recording"

Only intervene in situations where you feel supported and safe

A WORD ON SAFETY

When intervening:

- Always prioritize your own safety. If you don't feel comfortable safely intervening, see if you can get someone else to help.
- Our 5D's methodology is designed to help you avoid arrest, but things can escalate quickly and it's important that you know your rights.

Know your rights and the rights of your neighbors during arrest:

- You have the right to remain silent
- You do not have to consent to a search of yourself or your belongings, but police may pat down your clothing if they suspect a weapon.
- If you are arrested by police, you have the right to a government-appointed lawyer if you cannot afford one.
- You do not have to answer questions about where you were born, whether you are a U.S. citizen, or how you entered the country.
- The police must grant you one local call.

DISTRACT

Take an indirect approach to de-escalate the situation.





Can you tell me where the closest grocery store is?

In public space, **start a conversation with the person being harassed** or find another way to draw attention away from them. Ask them for directions or the time, or drop something.

For police harassment or brutality we don't suggest Distract because you can be arrested for obstruction of justice or become a target.



DELEGATE

Get help from someone else.





"That woman over there is being verbally attacked, would you feel comfortable saying something?"

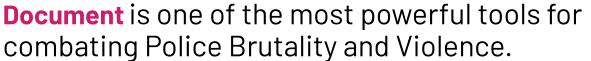


In public space, asking the person sitting next to you or find someone in a position of authority – like a bus driver, storefront business owner, or cashier – and ask them for help. Don't call the police. Check in with the person experiencing the harm first.

For police harassment or brutality you can report the incident to the Civilian Complaint Review Board. Local Commission on Human Rights. Or get an attorney at the National Police Accountability Project.

Some may choose to delegate to the Media. Check in with the person who was harassed first.

DOCUMENT







Too often Black folks are not believed or are lied about to (or by) the police.

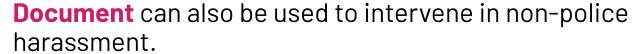




Know Your Rights:

- Keep a safe distance- at least 6 ft.
- You do not need to try to hide the fact that you are recording. Your right to record is protected by the 1st amendment as long as you aren't obstructing justice.
- Police officers may not force you to quit filming, confiscate or demand to view your photographs or video without a warrant, and they may not delete your photographs or video under any circumstances.

DOCUMENT







Is anyone helping the person being harassed?

If not, try one of the other D's first.



Tips:

- Make sure someone else is already doing something
- Try filming undercover by pretending you are checking your email
- Give it to the person who experienced harassment and let them decide what to do with it



Here are some tips to get usable footage.



- Stand at a safe distance and back up if asked.
- Hold your phone horizontally to capture more details.
- Hold your phone steady for at least 10 seconds, and use slow and steady pans instead of quick movement.
- Film details to prove it's real:
 - Number of officers present, uniforms, badges, license plates
 - Film street signs, landmarks, or exteriors of buildings to help determine the location.
 - State the time, date, and location out loud on camera, or write it down on a piece of paper and hold it up to the screen.
 - Turn on GPS to prove your location
- Whether or not you are able to record everything, make sure to write down everything you remember.

DELAY

After the incident is over, **check in** with the person who experienced racist behavior.





Nonverbal cues, like a "knowing glance," can reduce trauma.



You can say:

- Can I sit with you?
- Can I accompany you somewhere?
- What do you need?

Check in with the person who was harassed by the police and offer to be a witness for them. If you aren't able to check in, stand with them silently in solidarity.



Speak up about the disrespectful behavior when it's happening.





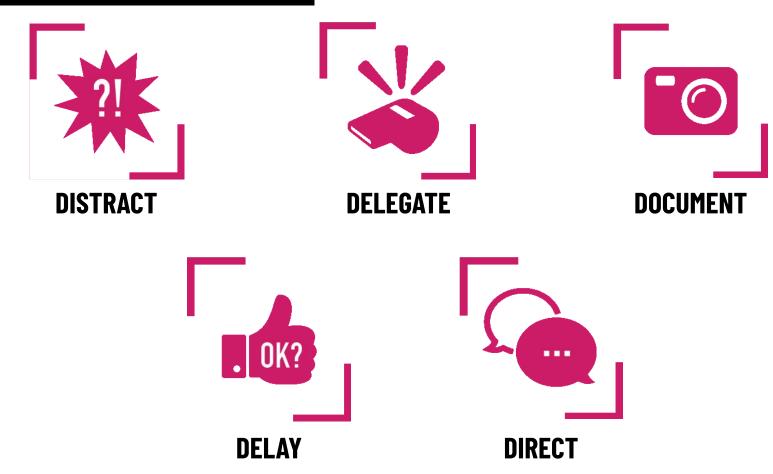
"I understand you are scared, but he deserves to be treated with respect."



- You can directly name the behavior, i.e. "that's racist";
- You can name what you observe, "she looks uncomfortable, why don't you leave her alone."
- You can ask a question in hopes that they will self correct, i.e. "what crime is being committed, why are you calling the police?"

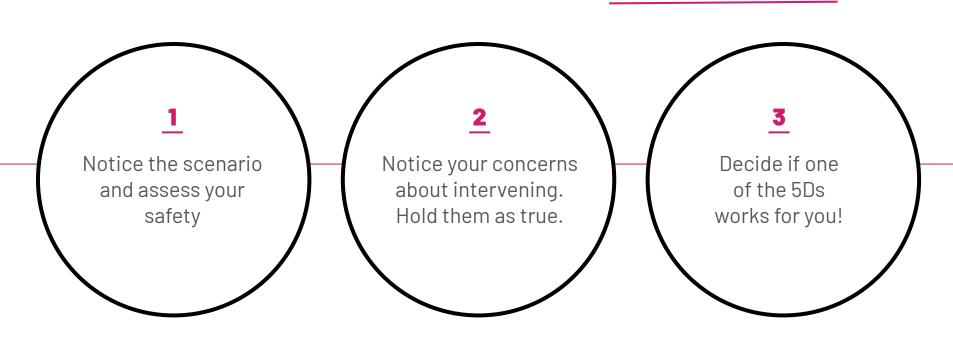
For safety reasons, when using Direct with the police we do not recommend becoming confrontational. Maintain a safe distance and if you can, Document.

WHAT IS YOUR SUPERPOWER?



BE A GOOD BYSTANDER

Three steps to move from bystander inaction to a bystander IN ACTION!



PRACTICE

Police Calling

"

A black family is at the park having lunch. There are a good amount of people in the park. Two white couples go over to the black family to tell them that they are not allowed to eat at the park and that they should leave. Meanwhile you are noticing other non-black families eating in the park.

When the black family refuses and ignores the group's request. One of the white women in the group, Becky, threatens that she is going to call the police.

Which of the 5D's would you use?



If you witnessed this, what would you have done?

- A. **Document.** Pull out your phone and record it to share with the police when they arrive.
- B. Delay. Go up to black family afterward and tell them you saw what happened and that it was unfair and wrong.
- others picnicking here too I don't think it's up to you to tell them what to do. Give them some space."
- D. Something else.



"What are you doing here"

You are outside of your house waiting on a package. You notice the delivery guy, who happens to be black, is held up a few houses down because he is being questioned by a tenant and a super about why he was in the building. He tells them "I was making a delivery." They ask him where and to preserve his clients privacy he says I can't tell you that. They continue questioning him and start making suggestions he was stealing. The driver is pleading with them that he wasn't and ask them to please let him continue on his route but they are blocking his way.

Which of the 5D's would you use?



If you witnessed this, what would you have done? Distract. Walk up to them and tell the delivery driver "hey, I am waiting for package, can you check and see if you have it? So the driver can leave and go back in their truck.



- B. Direct. Walk up to the tenant and super at the other building and tell them "Alright you are doing too much, let this man do his job."
- Delay. Wait until he delivers to your building and tell him you saw what happened and thought it was unacceptable and ask him if he is ok.
- D. Something else.

Please Don't Shoot

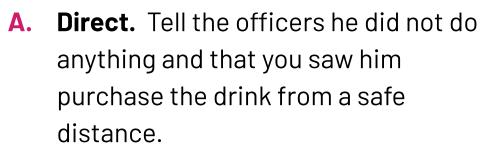
You are at the deli and are waiting for a sandwich to be made. You notice a black patron comes in, purchases a drink, and then leaves.

He stands out front to take a rest and take a sip of his drink when 4 police officers rush him and pin him to the ground. He says "what is going on, why are you doing this, I didn't do anything." The police argue that he was trying to steal from the store. He says "no I am not what are you talking about, ask the store clerk, please get off of me." The cops then draw their guns and he exclaims "please don't shoot."

Which of the 5D's would you use?



If you
witnessed
this, what
would you
have done?





- **B. Document**. Pull out your phone and start recording the incident.
- C. Delegate. File a complaint with the CCRB or notify local public advocate's office
- D. All of the above.

THE STORE

You witness a black teenager being followed around your favorite store by a sales associate. There are other teens in there, but the sales associate only follows the black one.

Which of the 5D's would you use?



If you
witnessed
this, what
would you
have done?

A. **Delegate.** Tell the store manager what you witnessed and ask them what are they doing to address bias and racial profiling



- B. Delegate + Document. Pretend to check your email while you record the situation. Then, tell the store manager. Give the recording to the teenager to use as proof and encourage them to file a complaint.
- **C. Distract**. Ask the sales associate for help looking for something.
- D. Something else.



If you saw police sponsored violence or racial harassment happening, do you think there is at least one thing you could do?





Find out more about bystander intervention and ending harassment at **ihollaback.org**







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