

*Respect.  
Integrity.  
Hope.*

## *The Call for Effective Bystander Intervention*

In our workshops, we work together so that each will learn to be a wise, compassionate and strong ally for a targeted person.

In our learning, we keep these two objectives in view:

First, our aim is to intervene with an eye to supporting the agency and dignity of the person being targeted. For example, you will never hear us use the word “victim”.

Second, we learn to act using our own integrity, and strength through vulnerability, as a way to shift the energy from hostile to calm in difficult high energy situations.

We hope you will join us as we gather with hope, learn together, and work for a just world for all.



a just world for all

This workshop was designed by the Rev. Andrew Conley-Holcom and is open to all churches, regardless of denomination.

Additionally, we would love to share this with educators and school staff members, civic groups, and businesses as well.

If you are interested in scheduling a workshop for your group, please contact us.

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## **Bystander Intervention Workshop**

*Strategies for action  
in the moment.*

Intervening in a bias incident makes a big difference, both for the individuals involved and for the whole community, and yet bystanders sometimes hesitate to act.

This workshop focuses on practical strategies for interrupting bias and harassment, and for supporting those targeted by it.

**We learn and work together  
to make a difference in our  
world.**



Admiral Congregational  
**UNITED CHURCH  
OF CHRIST**



## Our Primary Objectives:

- 1) *Support the Targeted Person*
- 2) *De-escalate the Emotional Energy*

## We Learn Together

Lectures that share knowledge and theories have their place, but when your goal is to learn how to intervene in an emotional and perhaps hostile situation, the best pedagogy will be tools that will help you embody the learning. High energy situations affect brain chemistry and can trigger our fight/flight/freeze survival response. Responding from that position will frequently make a situation worse. With embodied learning, we can develop and recall more safe, effective, and holistic responses to de-escalate the situation.

We utilize the ideas from two great Brazilian thinkers — Paulo Freire, Educator; and Augusto Boal, Theater Practitioner and Political Activist.

Freire (*Pedagogy of the Oppressed*) recognized that we are not just learners, but co-creators of knowledge. As we work and learn together we utilize the highest and best gifts of our humanity.

Boal's *Theater of the Oppressed* informs this workshop in that we use theater games to explore, disrupt, and reformulate the power relationships in the hostile situation. We essentially “try out” various intervention strategies, with group processing, reflection, and analysis.

We assure you that no theater experience is required. This is a safe, community-based mode of education, accessible to all.



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