



**CAIR**  
CALIFORNIA

# **BYSTANDER** INTERVENTION TRAINING

*CAIR-SFBA BIT/Microaggression Training - 1*

# WHO ARE WE?



Council on American-Islamic Relations  
San Francisco Bay Area



## 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

# Montgomery County Civil Rights Coalition

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

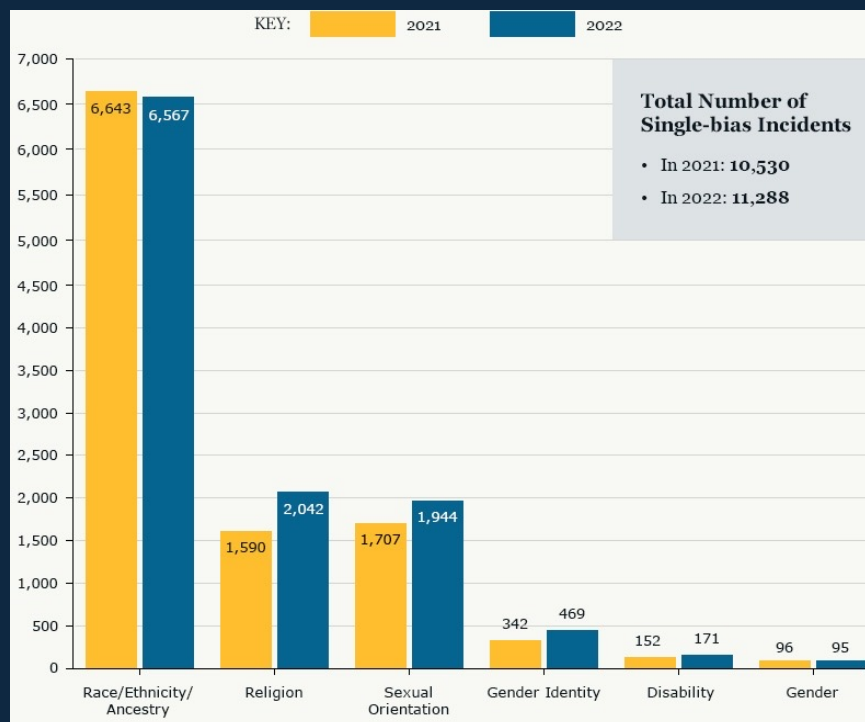


## **Group Agreements**



Since 2016, hate crimes have steadily risen in this country. Hate crimes are notoriously underreported and under-prosecuted, which raises concerns that the numbers of hate crimes are likely much higher.

# WHY THIS TRAINING?





How many people have **experienced, witnessed or heard** about an incident occurring in their community?

# Goals for Today:

Develop a plan for responding to incidents.  
Practice implementing the plan.  
Explore applying the plan in real-life scenarios.

What are our values?

What are the steps?

What does this look like  
in real life situations?

*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

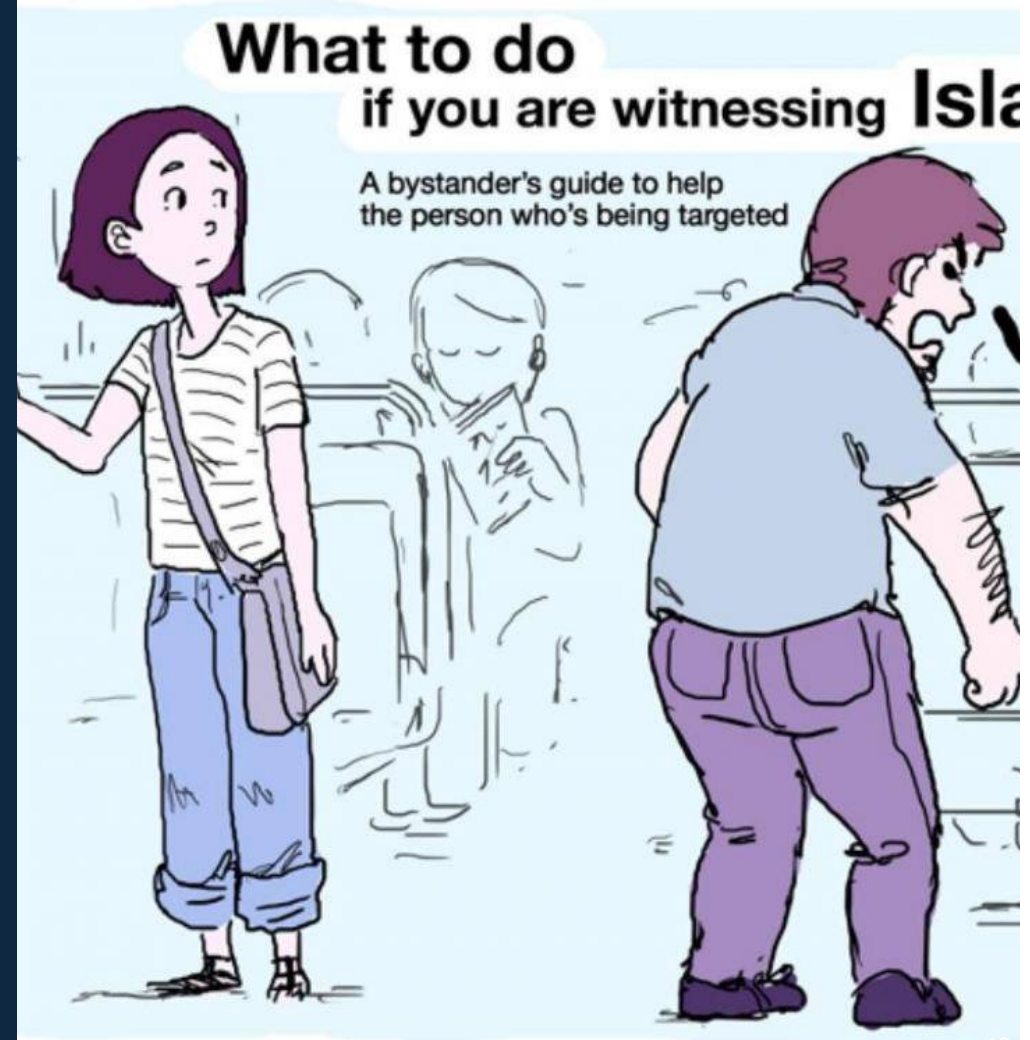




# 1

## Assess the Situation

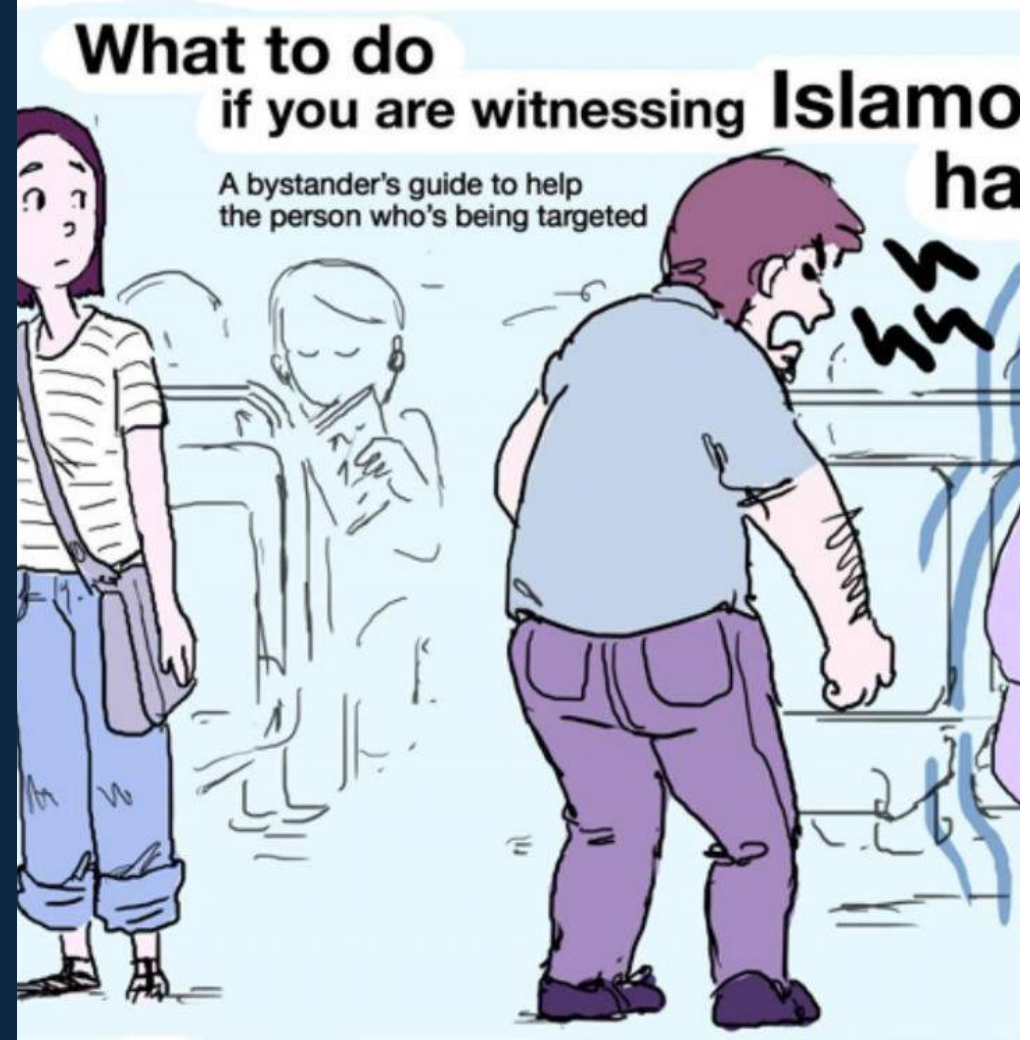
- Be ready to intervene
- Be aware of what's happening



## 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 welcoming.  
**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 all 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...



# 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

### 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.



# STEPS TO SUPPORT THE TARGETED PERSON

go ahead and follow the basic 5 steps

1

**Assess & Stay Alert:**

Observe the situation carefully and be prepared to act.

2

**Engage Others:**

Involve bystanders by giving clear directions to help.

3

**Intervene Calmly:**

Introduce yourself, explain what you saw, and offer support.

4

**Ignore the Aggressor:** Avoid engagement; focus on safety and note exits.

5

**Support Afterward:**

Stay with the person and ensure they reach safety.

# 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



# HOW TO EFFECTIVELY CAPTURE AN INCIDENT

Always try to record vertically

Stabilize to capture scene

Keep monitoring situation

Police misconduct (always legal to  
record)





# MOBILE JUSTICE

*INJUSTICE SENT TO THE ACLU.*

DOWNLOAD  
FREE ON



App Store



Google play

# EXAMPLE SCENARIO



# SCENARIO 1

## PERSON HARASSING A LATINX PERSON SPEAKING SPANISH WITH A STORE CLERK

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### **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)



# SCENARIO 1

## PERSON HARASSING A LATINX PERSON SPEAKING SPANISH WITH A STORE CLERK

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### 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 2

## MAN HARASSING AN AFRICAN-AMERICAN MAN ON THE SIDEWALK FROM A CAR

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### **Roles:**

- Attacker (man harassing an African-American man from a car)
- Targeted Person (African-American man 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!

# SCENARIO 2

## MAN HARASSING AN AFRICAN-AMERICAN MAN ON THE SIDEWALK FROM A CAR

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### **Tips:**

- Approach the target and offer to walk with them.
- 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



## A PERSON HARASSING AN ASIAN-AMERICAN FAMILY AT A PARK FOR HAVING A PICNIC WITH TRADITIONAL FOODS

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### **Roles:**

- Attacker (person harassing the Asian-American family)
- Targeted Person (parent in the Asian-American family responding to the harassment)
- Bystander (another park visitor who notices what is happening)
- Additional Bystanders (other park visitors who can be creatively involved in the intervention)

# SCENARIO 3



## A PERSON HARASSING AN ASIAN-AMERICAN FAMILY AT A PARK FOR HAVING A PICNIC WITH TRADITIONAL FOODS

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### **Tips:**

- Approach the family and compliment their picnic setup or engage them in a friendly conversation to divert attention.
- Find a park ranger or authority figure and request assistance to ensure the attacker is asked to leave or the situation is de-escalated.
- Offer to stay with the family until the attacker leaves to ensure they feel safe.



# SCENARIO 4



## PERSON HARASSING AN UNHOUSED INDIVIDUAL ASKING FOR ASSISTANCE OUTSIDE A GROCERY STORE

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### Roles:

- Attacker (person harassing the unhoused individual)
- Targeted Person (unhoused individual asking for assistance or food)
- Store Manager (manager of the grocery store who notices the situation)
- Bystander (customer exiting or entering the store who notices the harassment)

# SCENARIO 4



## PERSON HARASSING AN UNHOUSED INDIVIDUAL ASKING FOR ASSISTANCE OUTSIDE A GROCERY STORE

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### **Tips:**

- Approach the unhoused individual, acknowledge their presence, and offer to help them in a small way (e.g., offering food or kind words).
- Alert the store manager and ask them to help ensure the unhoused person is not further harassed.
- If possible, assist the unhoused person in finding local resources or services that could help them.



# THANKS FOR JOINING US!

- For additional resources please visit : <https://ca.cair.com/sfba/>