



Bystander Intervention Training

The Groton Select Board invites you to join them for a three-part training on Bystander Intervention during February and March. Training will be provided by Hollaback! whose mission is to end harassment in all its forms by transforming the culture that perpetuates hate and harassment.

All training will be conducted on Zoom and each can accommodate up to 1,000 participants.

First Training - 8 Strategies to Mitigate Implicit Bias with Hollaback!

When: Tuesday, February 8, 2022

Time: 6:30 PM to 8:00 PM

Zoom Link: <https://zoom.us/j/97350546962?pwd=Y0JCUUdFUmorZ0dFd2VkWFQ5b3pvUT09>

Passcode: 996466

Description: Everyone holds implicit biases. That doesn't make us "bad people," it just means that we have work to do. This interactive training will teach you how to understand your own implicit biases in order to begin to undo them. We'll start by learning the brain science behind implicit bias and how the part of our brain that is hardwired to assess danger has evolved to hold us back. Through polls, brief thought experiments, and writing exercises, we'll reflect on how implicit bias can show up in our actions and they can have on ourselves and those around us. Then we'll roll our sleeves up and get to work, practicing 8 concrete ways to mitigate implicit bias. You'll leave more confident in your ability to successfully see and undo implicit bias in your own life.

Second Training - Conflict De-escalation + Bystander Intervention in the Workplace with Hollaback!

When: Thursday, February 24, 2022

Time: 6:30 PM to 8:30 PM

Zoom Link: <https://zoom.us/j/99948846781?pwd=VlhaZE40L0t3WnQ2VE9aZy91Smk3Zz09>

Passcode: 654020

Description: If your team interfaces with the public, chances are they will face moments of escalation and will need to know what to do. Conflict de-escalation requires patience, a willingness to listen, and an ability to see the humanity in everyone. Using Hollaback!'s Observe-Breathe-Connect methodology, we'll learn how to identify potential conflict before it escalates using our "pyramid of escalation" and how to assess whether de-escalation is the right action. We'll also learn how to connect with others by



validating and de-escalating their feelings — even if we don't understand them or agree with them. We'll have time at the end to practice using real-life scenarios. Your team will leave armed with de-escalation techniques so that they can navigate these moments as workplace leaders.

When harassment happens at work, people are almost always around and if they aren't around, they can be quickly summoned to show up. Our goal is to reduce instances of workplace harassment by giving employees the tools they need to disrupt those perpetrating the harassment. We will equip your employees with the right information on how to be an effective online bystander in the midst of workplace harassment using our proven 5D's methodology; 98% of employees leave our training committing to intervene next time they witness disrespect or harassment.

Third Training - Bystander Intervention in Public Spaces with Hollaback!

When: Wednesday, March 16, 2022

Time: 6:30 PM to 8:00 PM

Zoom Link: <https://zoom.us/j/96557091890?pwd=Q0pkNEhhZ3lQN1cxdWg4NllzQ0tzQT09>

Passcode: 628199

Description: We all have a responsibility to do something when we see harassment happening, but too often we freeze. We don't know what to do. Bystander intervention gives us tools to intervene without compromising our own safety. When we intervene, we don't just reduce trauma for the person being harassed. We also start to chip away at the culture that allows harassment to be so prevalent. Alone we can't shift the culture — but together — our actions matter. In this training our goal is to give participants the tools to intervene the next time they witness harassment in public spaces.

We will equip you with the right information on how to be an effective bystander in the midst of public space harassment using our proven 5D's methodology, our five strategies for intervention. Then we will practice so you leave our training feeling more prepared to successfully and safely intervene.