

# Before Intervention

## B A P S



### BREATH

Take a deep breath to calm your body and mind. This gives you time to think.



### AWARENESS

Take an internal inventory of your emotions and an external inventory of the situation.

- How is my body reacting? What am I feeling? What are my assumptions?
- Be aware of people, places, and objects around you – which might help or hurt?



### POSITIONALITY

How can my perceived identities – including race, gender, body, ability, and sexuality – inform the tactics I use?



### SAFETY

How can I position myself for safety?

- Know the exits.
- Consider my body's position toward potential hazards.
- Pay attention to hands: are yours available and can you see the aggressor's?
- Convey confident body language. Keep your head up, look toward the aggressor, and be in a stable position.

### IF POSSIBLE

Get the attention and help of others by making eye contact or verbally asking for support.

# \*Active Bystander Intervention

Before you jump in, scan the situation to assess risk and the options available. Try to stay safe, confident, assertive, and calm.



## DISTRACT

Draw attention away from the person causing harm, from the person being targeted, or from the situation itself.



## INVOLVE OTHERS

See who is around you to assist. Engage their help by delegating tasks or ways to intervene.



## ADDRESS THE AGGRESSOR

If you are able to do so safely, intervene by directly addressing the aggressor.



## ACTIVE WITNESS

Document the incident - with caveats! If the person harmed is already being helped, record on your phone or take notes and offer them once the person is safe. Never post or share a video without the consent of the person who was targeted.



## CHECK IN

Check-in with the targeted person to ask if and how you can offer support.

This can happen during or after an incident. Sometimes the most essential thing you can do is remind them that they are valued and not alone.

# De-escalation Strategies

The goal of de-escalation is to reduce the level of anxiety and agitation. Reasoning with an enraged person is not possible or effective. It is not about being "right" but rather about avoiding further conflict and potential harm.

## G.A.M.B.L.I.N.



### GET TO "WE"

Turn yourself and the person causing harm into a "we" to foster a sense of unity.



### OFFER ALTERNATIVES

Name other choices the aggressor can make, like leaving the situation. This can provide a sense of agency.



### MAKE THEM FEEL HEARD

Reflect or rephrase what the other person is saying to you.



### BROKEN RECORD

Repeat the same statement until the person causing harm corrects their behavior or exits a situation.



### LOSE TO WIN

Proactively choose to make compromises to protect yourself or another person's immediate safety.



### "I" STATEMENTS

Voice your feelings and wishes without expressing a judgment.



### NAME THE BEHAVIOR

Avoid name-calling but describe the aggressor's specific behavior using observational language.

\*If one technique does not work, try another or a combination of strategies.

# After Intervention

## C.A.R.E.



### CONNECT WITH OTHERS

Whatever happened is not an isolated incident. Find a community that draws a connection between the event and systemic change. Continue to mobilize.



### ALLOW WHATEVER YOU FEEL TO ARISE

Notice any sensations that arise in your body. Try not to control or judge them. They are part of how we process an event.



### RETURN TO BREATH

Our breath is an essential tool that helps us ground and de-stress. Practice deep breathing before and after.



### ENGAGE IN CARE PRACTICES

Coping is often a short term response. Care benefits your mind, body, and spirit in the long term - and can be done in community.