

# Active Bystander

**Taking bystander action in sport settings**

Monday November 24th

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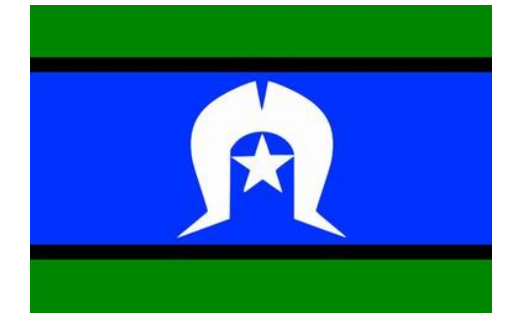


**WOMEN'S HEALTH  
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# Acknowledgement of Country



Women's Health In the North acknowledges Victorian Aboriginal people as the Traditional Owners of the land on which we provide our services – the Wurundjeri Woi-wurrung people of the Kulin nation – and pay our respect to their Elders past and present. WHIN acknowledges that Aboriginal sovereignty was never given up and that we stand on stolen land. We are committed to Aboriginal self-determination and to supporting Treaty and truth-telling processes.

We recognise the ongoing leadership role of the Aboriginal community on gender equality and the health, safety and wellbeing of women and gender-diverse people. As First Peoples, Aboriginal Victorians are best placed to determine a culturally appropriate path to these in their communities.





We would like to acknowledge the victim survivors of family violence, sexual assault and all forms of gender-based violence.

We are thankful for all the people who have shared their stories to inform our work of responding to and preventing violence against women and gender-based violence.

# Support

**1800RESPECT**  
NATIONAL SEXUAL ASSAULT, DOMESTIC  
FAMILY VIOLENCE **COUNSELLING** SERVICE

**inTouch**  
Multicultural Centre  
Against Family Violence



**SEXUAL ASSAULT  
CRISIS LINE**

**safe  
steps**

**NCASA**  
Northern  
Centre Against Sexual Assault

**Lifeline**



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# About WHIN

Women's Health In the North (WHIN) is the regional women's health promotion and advocacy organisation for the northern metropolitan region of Melbourne.

WHIN aims to strengthen women and gender diverse people's health, safety and wellbeing, with a strategic focus on:

- gendered violence prevention
- family violence system leadership
- sexual and reproductive health
- gender equity, health and wellbeing.



# Overview

- What is an active bystander in the context of gender-based violence
- How you can be an active bystander
- Activity – being an active bystander



# Sensory kits

A sensory kit is a collection of different sensory products and tools. Sensory products and tools engage the senses to provide relief and awareness for individuals. They can take many forms and can be beneficial for a wide range of people for a vast range of reasons.

Providing sensory products and tools is a way to improve accessibility and inclusion in workplaces, at events, and in other settings.



# Group agreement

- Show respect for diversity of opinion and experience.
- Share the air-time.
- Allow facilitator to move the session along to keep on time.
- This is not a therapeutic space.
- A safe space to be inarticulate.
- Be mindful of power dynamics in the group.
- Uphold confidentiality.



# Introductions

- Name
- Pronouns, if you would like to share
- Role
- One thing you love about community sport?



# Gender inclusive language



# What is gender-based violence?



Gender-based violence refers to harmful acts directed at an individual or a group of individuals based on their gender. It is rooted in gender inequality, the abuse of power and harmful norms (UN Women).

Source: Our Watch 2024

# Gendered drivers of violence

## **Driver 1.**

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Condoning of violence against women

## **Driver 2.**

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Men's control of decision-making and limits to women's independence in public and private life

## **Driver 3.**

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Rigid gender stereotyping and dominant forms of masculinity

## **Driver 4.**

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Male peer relations and cultures of masculinity that emphasise aggression, dominance and control

# Reinforcing factors

## REINFORCING **Factor 1.**

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Condoning  
of violence  
in general

## REINFORCING **Factor 2.**

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Experience  
of, and  
exposure  
to, violence

## REINFORCING **Factor 3.**

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Factors that  
weaken  
prosocial  
behaviour

## REINFORCING **Factor 4.**

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Resistance and  
backlash  
to prevention  
and gender  
equality efforts

# Actions to prevent gender-based violence

Challenge disrespect and violence against women and gender diverse people

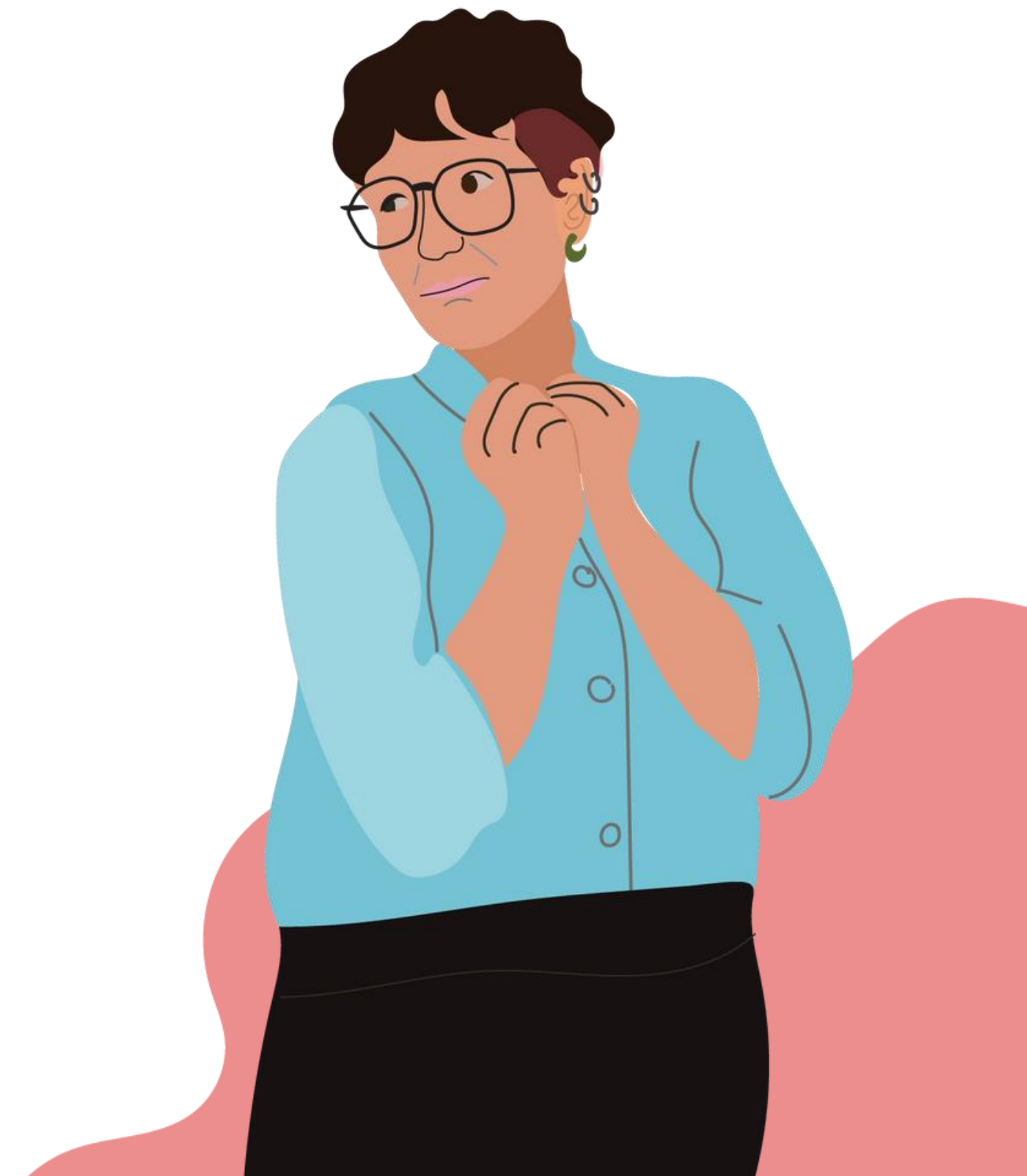
Promote women's independence and decision-making in public life and relationships

Challenge gender stereotypes and roles, and support all personal identities not constrained by rigid gender stereotypes.

Support men and boys in developing healthy masculinities and positive, supportive peer relationships.

# What's a bystander?

A bystander is anybody who is not directly involved as a victim or perpetrator in an incident, but who observes or learns about an act of violence, discrimination or other problematic behaviour.



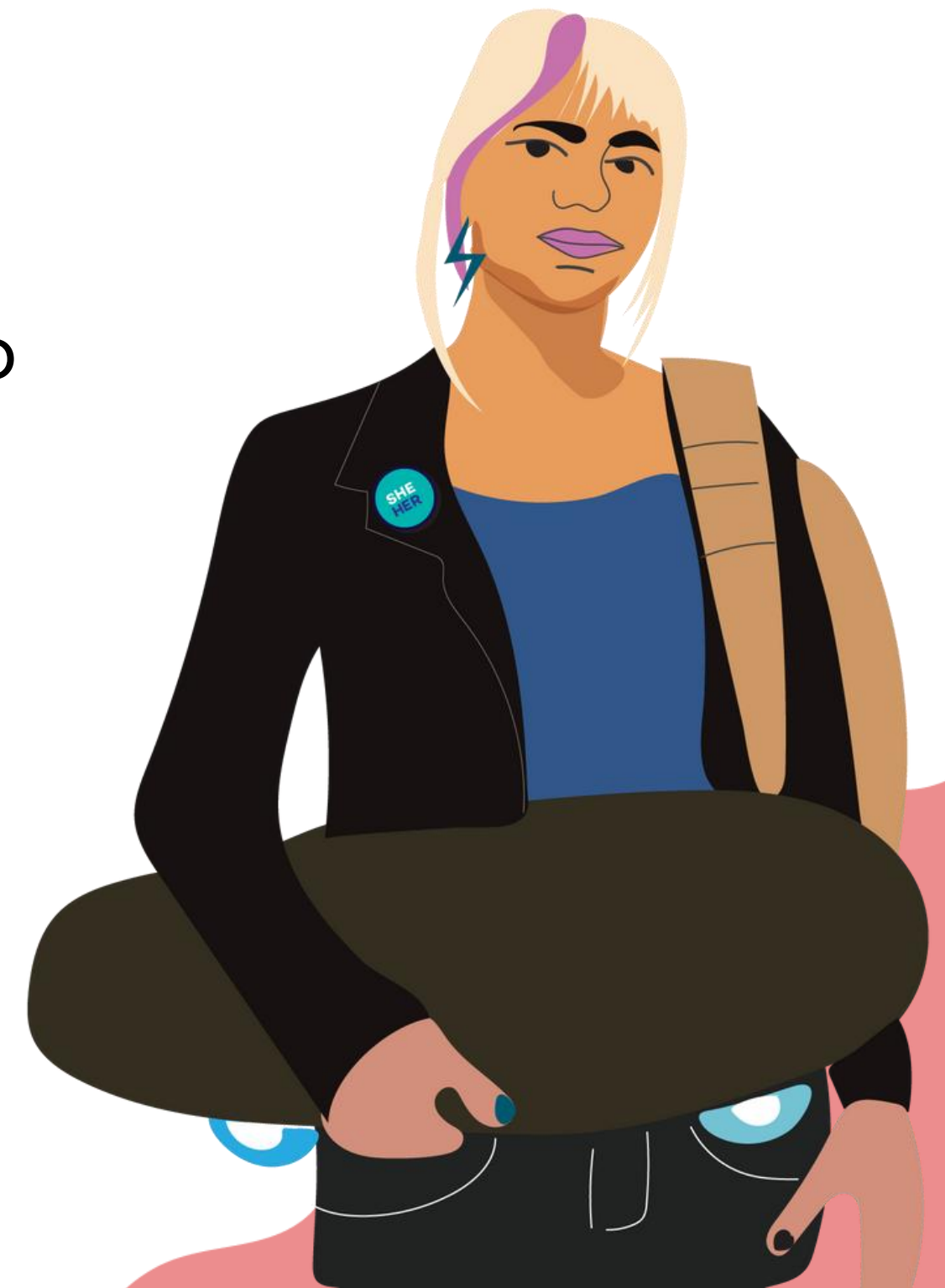
# What's an active bystander?

An active bystander **takes action to challenge sexist, violence or discriminatory behaviours and attitudes**, whilst a passive bystander does not act or intervene.



# Why don't bystanders intervene?

- It's an unsafe situation
- The person is more senior to you, your coach, club president etc.
- Repercussions – how is saying something going to affect you
- You don't know what to say
- Unsure of club or league policies and procedures



# Principles of bystander action:

1. Challenge biases and assumptions.

2. Safety is paramount.

3. You have options.

4. Knowing the what and the how.

5. Everyone has a role to play, but it's not the same role. There is no one way to act.



# WHIN's Bystander Tool

	DISRUPT Take action in the moment	SUPPORT Support the affected person	REPORT Involve other people
Minor	<ul style="list-style-type: none"> <li>• Don't laugh at the joke</li> <li>• Change the topic</li> <li>• Walk away</li> </ul>	<ul style="list-style-type: none"> <li>• Share a look</li> <li>• Create a distraction</li> <li>• Contact them later</li> </ul>	<ul style="list-style-type: none"> <li>• Tell the story to a friend, ask what they would have done</li> <li>• Share stories or experiences online</li> <li>• Check workplace policies</li> </ul>
Medium	<ul style="list-style-type: none"> <li>• I don't find that funny</li> <li>• What do you mean by that?</li> <li>• Frown or shake your head</li> <li>• I don't agree</li> </ul>	<ul style="list-style-type: none"> <li>• I saw that, are you okay?</li> <li>• I didn't think that was okay</li> <li>• Ask if they need anything</li> <li>• Make your workplace gender equity group trans inclusive</li> </ul>	<ul style="list-style-type: none"> <li>• Talk to your manager for advice</li> <li>• Record incidents</li> <li>• Report anonymously</li> <li>• Create/use a code of conduct</li> </ul>
Major	<ul style="list-style-type: none"> <li>• Please leave</li> <li>• You need to stop that right now</li> <li>• That is transphobic and degrading</li> </ul>	<ul style="list-style-type: none"> <li>• Do you want to leave with me?</li> <li>• If you want to take this further I'll support you</li> </ul>	<ul style="list-style-type: none"> <li>• Report to Human Resources</li> <li>• Report to Victorian Equal Opportunity and Human Rights Commission</li> <li>• Report to police</li> </ul>

# Case Studies

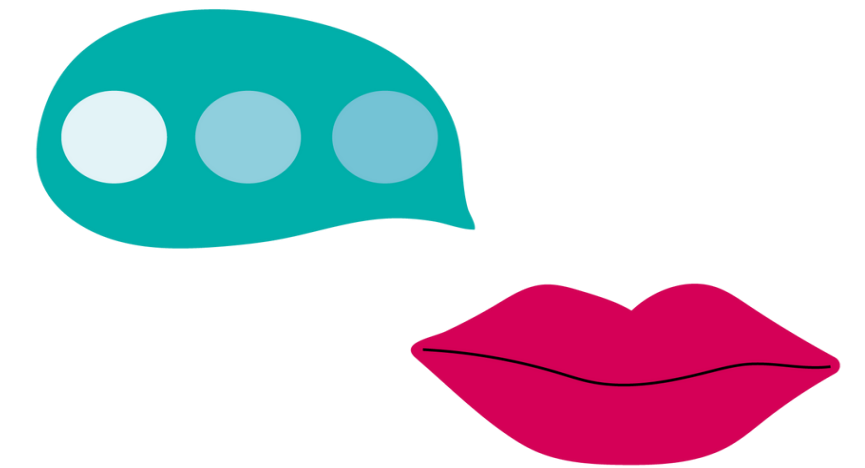


# Practice taking action:

In small groups answer the following questions for the scenario:

1. What is the harmful behaviour?
2. What might be some of the barriers and enablers to taking action?
3. What action could you take as an individual?
4. Would your action change if the harmful behaviour was coming from someone different?

**Allocate one person to report back**



# Case Studies

A coach always asks the boys to help set up equipment, while the girls are told to watch

During team selection, a player jokes that “girls can’t kick as hard” and laughs it off.

At a club meeting, someone talks over a female committee member and dismisses her suggestion.

A teammate rolls their eyes and mutters under their breath when Pride Round is discussed.

# Have you ever been bystood?

1. It is natural to feel defensive – be careful not to be dismissive.
2. Take a breath and LISTEN.
3. Being an active bystander takes courage. Consider that the person giving feedback may have taken a risk to be direct with you.
4. Consider any power differentials between yourself and the person giving you feedback.
5. Respond in the moment – acknowledge the feedback and apologise.
6. Take time after the incident to reflect on the lessons you have learnt and if appropriate seek out more ways to learn and grow your understanding.
7. Don't do it again.



# Respect starts with a conversation.



and everyone else's dad was the coach. And then mum, if involved at all, may have been in the canteen.

# Why are people resistant?

Lack of understanding

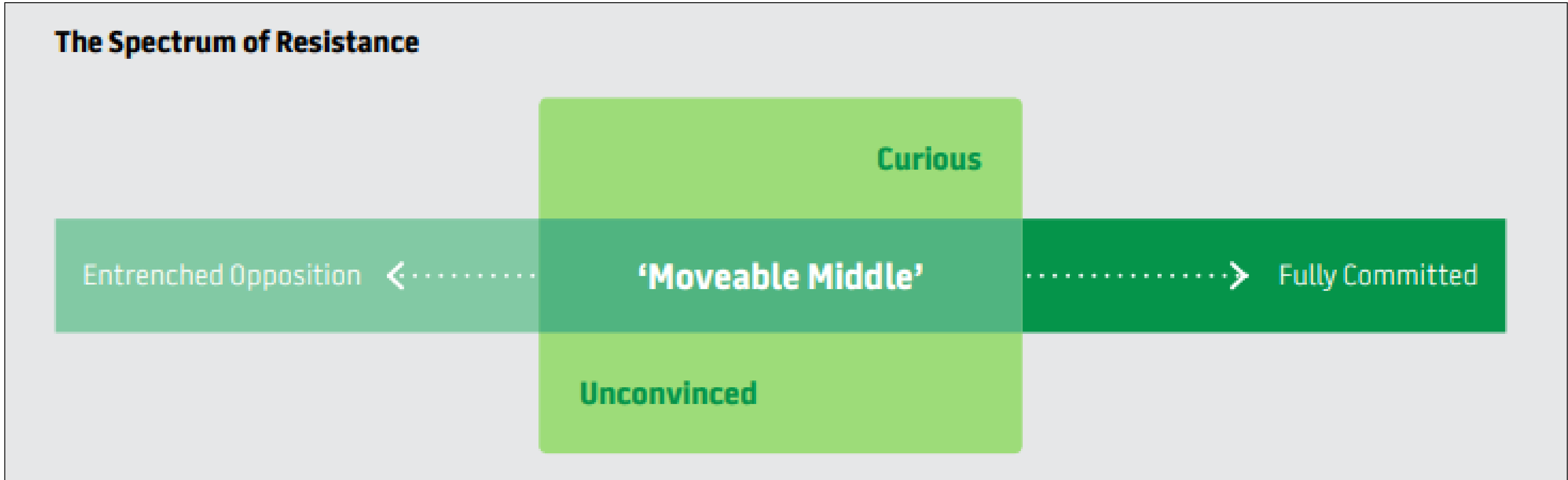
Change fatigue

Industry/setting norms

Fear

Cultural norms

# The spectrum of resistance



# Summary of learnings

- What is a bystander?
- Why don't people intervene?
- Principles of bystander action
- WHIN's bystander tool
- Case studies
- Responding to resistance in gender equality work.



# Evaluation



<https://forms.office.com/r/5Mrpdh66s3>



# Safety

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# Thank you

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