

Bystander Intervention to Stop Harassment toward the LGBTQIA+ Community Training
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For my final year in the DPT program, I wanted to focus my DEI efforts around further education and training to improve my ability to be an ally to minority and marginalized populations. Through a podcast I regularly listen to I learned about the organization *Hollaback!* (<https://www.ihollaback.org/>), which provides free, web-based training on harassment prevention and bystander intervention. I decided to attend and write reflections on three trainings during my third year in the program. In my second year of the program, my DEI efforts were primarily focused on education about race and racism. While these initiatives were very valuable, I also wanted to make sure some of my DEI development focused on other minority and marginalized populations that I will encounter as a clinician, as well as trainings to help me put my beliefs and values into action.

The first training I attended, and the subject of this reflection, was Bystander Intervention to Stop Harassment toward the LGBTQIA+ Community. I decided to attend this training to improve my knowledge and ability to act against homophobia and other forms of LGBTQIA+ harassment. The mission of the training, as stated at the beginning of the training, was to prepare participants to safely intervene when they see harassment toward LGBTQIA+ individuals. This training focused on responding to explicit bias in the form of harassment, rather than implicit bias which may not be expressed by individuals. The trainer also made the point that harassers may harass individuals based on assumption of LGBTQIA+ identity, despite the fact that individuals may not truly belong to that community. The training both educated me on the disrespect and harassment LGBTQIA+ individuals encounter and how to intervene in these situations. *Hollaback!* teaches a methodology for intervention using the 5 D's: distract, delegate, document, delay, and direct. The training went into detail about examples of each strategy that an individual could use to stop harassment, and provided scenarios in which each strategy may be appropriate.

I found the 5Ds methodology to be very helpful for guiding behavior to stop harassment. I liked that the 5Ds were focused on promoting action based on your personal style, comfort, and safety level. As a petite woman, I generally feel uncomfortable with confrontation and fear for my own safety. This training validated my fears, and reiterated that it is ok to be hesitant for fear of personal safety. The training recommended that if you are afraid of retaliation, you can adopt strategies such as creating a distraction, documenting the harassment, delegating to individuals around you to act, or delaying interaction with the victim until after the harassment is over to address their needs. The training emphasized that the 5Ds methodology is designed to take care of the person experiencing harassment, and to not address the harasser. In theory, this should also protect you from the harasser if you try to intervene. After some self-reflection, I feel most comfortable distracting or delegating to intervene in situations of harassment. However, based on situational demands and in consideration of my own safety, I could see myself using all 5 of the Ds to intervene against harassment.

While I feel this training provided me good strategies to intervene in situations of explicit bias and harassment, I think this type of harassment is less common than microaggressions due to implicit bias. I would love additional training to combat implicit bias so that I could have tools to mitigate all types of bias towards diverse individuals. Overall, I really enjoyed this training and would recommend it to others who are seeking strategies to be a better ally!